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UNITED STATES
AIR FORCE

OCCUPATIONAL SURVEY REPORT

SAFETY

AFSC 1S0X1 AND
CIVILIAN OCCUPATIONAL SERIES 018

AFPT 90-241-955

MAY 1995

OCCUPATIONAL ANALYSIS PROGRAM
AIR FORCE OCCUPATIONAL MEASUREMENT SQUADRON
AIR EDUCATION and TRAINING COMMAND
RANDOLPH AFB, TEXAS 78150-4449

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PREFACE

This report presents the results of an Air Force Occupational Survey of the AFSC 1S0X1 Safety career ladder and the related civilian career field (Occupational Series 018). Authority to conduct occupational surveys is contained in AFI 36-2623. Computer products used in this report are available for use by operations and training officials.

1Lt Kimberly G. Williams, Inventory Development Specialist, developed the survey instrument. Captain David W. Keller, Occupational Analyst, analyzed the data and wrote the final report. Mr. Wayne Fruge provided computer programming support. Major Randall C. Agee, Chief, Airman Analysis Section, Occupational Analysis Flight, Air Force Occupational Measurement Squadron, reviewed and approved this report for release.

Copies of this report are distributed to Air Staff sections, major commands, and other interested training and management personnel. Additional copies are available upon request to the Air Force Occupational Measurement Squadron, Attention: Chief, Occupational Analysis Flight (OMY), 1550 5th Street East, Randolph AFB, Texas, 78150-4449 (DSN 487-6623).

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SUMMARY OF RESULTS

1. *Survey Coverage:* The AFSC 1S0X1 Safety career ladder and the related civilian career field (Occupational Series 018) were surveyed to obtain current task and equipment data for use in examining training programs. Survey results are based on responses from 273 AFSC 1S0X1 personnel (63 percent of the assigned population) and 168 civilian Occupational Series 018 personnel. Skill levels and paygrades were well represented.

2. *Career Ladder Structure:* Structure analysis identified three jobs and one cluster: Safety Technician Job, Mishap Investigation Job, Missile and Explosives Safety Job, and Management and Supervision Cluster. The Safety Technician Job dominates the specialty, accounting for 83 percent of the respondents.

3. *Career Ladder Progression:* This is a lateral AFSC. Entering personnel must achieve at least a 5-skill level in another Air Force specialty prior to entering the Safety career ladder. Once accepted into AFSC 1S0X1, personnel follow a relatively normal career progression pattern. Five- and 7-skill level members concentrate on technical safety functions, specifically safety inspection tasks and related activities. Nine-skill level members, while performing many of the same technical safety functions, focus more heavily on managerial and supervisory functions. Chief Enlisted Manager (CEM) code members show a sharp decline in the performance of technical safety duties, and concentrate on management and supervisory duties. Since the Safety career ladder is a lateral AFSC and has very few DAFSC 1S031 members, 3-skill level members comprise less than 1 percent of the overall survey sample. For this reason, no analysis of DAFSC 1S031 personnel is included in this report.

4. *Training Analysis:* The Specialty Training Standard (STS) and the Plan of Instruction for course L3ALR1S031-002 (POI) are well-supported by survey data. However, there are several tasks not matched in the POI that require review for possible inclusion in the training documents.

5. *Job Satisfaction Analysis:* Overall, AFSC 1S0X1 and Occupational Series 018 respondents appear quite satisfied with their jobs. When compared to other lateral command support AFSCs surveyed in 1993, AFSC 1S0X1 members reported comparable ratings (AFSC members with 1-48 months time in career field (TICF) indicated slightly higher responses than respondents in the comparative sample). Additionally, AFSC 1S0X1 reenlistment intentions, across all TICF groups, were dramatically higher than the comparative sample.

6. *Implications:* AFMAN 36-2108 *Specialty Descriptions* for the AFSC 1S0X1 career ladder are accurate. No serious job satisfaction problems appear to exist within this specialty. AFSC 1S0X1 military reenlistment intentions are much higher than those of a comparative sample of similar Air Force personnel surveyed in 1993.

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OCCUPATIONAL SURVEY REPORT (OSR)
SAFETY CAREER LADDER
AFSC 1S0X1
AND
CIVILIAN OCCUPATIONAL SERIES 018

INTRODUCTION

This is a report of an occupational survey of the AFSC 1S0X1 Safety career ladder and the related civilian career field (Occupational Series 018) conducted by the Occupational Analysis Flight, Air Force Occupational Measurement Squadron (AFOMS). This survey will ensure current data for use in updating career ladder documents and training programs. AFSC 1S0X1 military personnel were last surveyed in 1986 (then AFSC 241X0). Civilian Occupational Series 018 personnel were not included in the 1986 study.

Background

According to AFMAN 36-2108 *Specialty Descriptions*, 5- skill level personnel conduct safety programs. Members assist in performing inspections and surveys of base areas and activities to eliminate mishap potentials. They assist in mishap investigations; operate safety education equipment; and participate in consultation activities. Seven-skill level personnel conduct and assist in supervising safety programs. They analyze mishap causes and trends; assess risk; perform evaluations, inspections, and surveys of areas and activities to eliminate mishap potentials; and perform mishap investigations. Nine-skill level and CEM code personnel manage and conduct safety programs; plan, organize, and control safety activities; perform technical safety functions; and supervise safety personnel.

The Safety career ladder is a lateral career ladder. Entrants must achieve a 5-skill level in another career ladder before entering the AFSC 1S0X1 career field. In addition, military entrants must complete an 8-week formal training course conducted at Lackland AFB, Texas.

Entry into this career ladder requires a General Armed Forces Vocational Aptitude Test Battery (ASVAB) score of at least 53. In addition, they must meet or exceed the Strength and Stamina Requirement of "G" (lifting a weight of 40 lbs).

SURVEY METHODOLOGY

Inventory Development

The data collection instrument for this occupational survey was USAF Job Inventory (JI), AFPT 90-241-955, dated October 1992. A tentative task list was prepared after reviewing pertinent career ladder publications and directives and tasks from previous applicable OSRs. The preliminary task list was refined and validated through personal interviews with 34 subject-matter experts at the following locations:

BASE	REASON FOR VISIT
Lowry AFB, CO	Technical Training School
Vandenberg AFB, CA	Unique Space and Missile Mission
Travis AFB, CA	Military Airlift Mission
Barksdale AFB, LA	Nuclear Weapons Mission
F. E. Warren AFB, WY	Unique Missile Mission
Eglin AFB, FL	Systems Testing Mission
Hurlburt Field, FL	Special Operations Mission
Kelly AFB, TX	Large Industrial Complex and Civilian Workforce

Others contacted included Air Force functional and resource managers and the career field training manager.

The resulting JI contained a comprehensive listing of 349 tasks grouped under 13 duty headings, with a background section requesting such information as grade, job title, time in present job, time in service, time in career field, and job satisfaction indicators.

Survey Administration

From April 1993 through December 1993, Military Personnel Flights at operational bases worldwide administered the inventory to all eligible DAFSC 1S0X1 and selected civilian Occupational Series 018 personnel. Members eligible for the survey consisted of the total assigned 3-, 5-, and 7-skill level population and selected Occupational Series 018 civilians, excluding the following: (1) hospitalized personnel; (2) personnel in transition for a permanent change of station; (3) personnel retiring within the time the inventories were administered to the field; and (4) personnel in their jobs less than 6 weeks. Military participants were selected from a computer-generated mailing list obtained from personnel data tapes maintained by AFMPC, Randolph Air Force Base, Texas. The mailing list for civilians was provided by the Air Force Civilian Personnel Management Center, also at Randolph.

Each individual who completed the inventory first filled in an identification and biographical information section and then checked each task performed in his or her current job. After checking tasks performed, each individual rated the tasks checked on a 9-point scale showing relative time spent on that task, compared to other tasks performed. The ratings ranged from 1 (very small amount time spent) to 9 (very large amount time spent).

To determine relative time spent for each task, all of the incumbent's ratings are assumed to account for 100 percent of time spent on the job and are summed. Each task rating is then divided by the total task ratings and multiplied by 100 to provide a relative percentage of time spent on each task.

Survey Sample

Personnel were selected to participate in this study so as to ensure an accurate representation across skill levels and paygrades. Table 1 reflects the military and civilian distribution in the survey sample. Table 2 reflects the survey distribution by paygrade groups. As shown by both tables, the survey sample accurately reflects the overall populations of each career ladder.

TABLE 1
MILITARY/CIVILIAN REPRESENTATION OF TOTAL SAMPLE

TOTAL ASSIGNED MILITARY	431
TOTAL SURVEYED MILITARY	387
TOTAL MILITARY IN SAMPLE	273
PERCENT OF ASSIGNED MILITARY IN SAMPLE	63%
PERCENT OF SURVEYED MILITARY IN SAMPLE	71%
TOTAL SURVEYED CIVILIANS	264
TOTAL CIVILIANS IN SAMPLE	168
PERCENT OF SURVEYED CIVILIANS IN SAMPLE	64%

TABLE 2
PAYGRADE DISTRIBUTION OF MILITARY IN SAMPLE

PAYGRADE	PERCENT OF TOTAL MILITARY ASSIGNED	PERCENT OF MILITARY IN SAMPLE
E-1 to E-4	8	6
E-5	29	30
E-6	33	32
E-7	23	23
E-8	5	5
E-9	2	4

In addition, Figure 1 shows an overview of all military and civilian respondents in the survey sample. As shown, the total survey sample consists of 273 military respondents (62 percent of the overall sample) and 168 civilian respondents (38 percent of the overall sample).

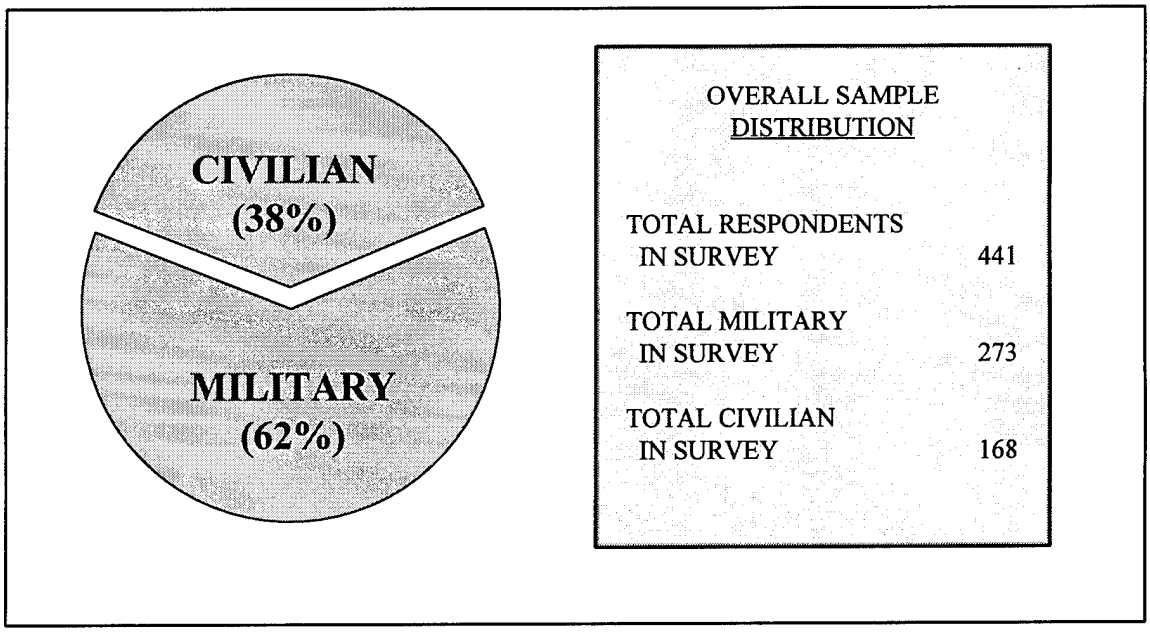

Figure 1. Overview of military and civilian respondents in survey sample

Task Factor Administration

Job descriptions alone do not provide sufficient data for making decisions about career ladder documents or training programs. Task factor information is needed for a complete analysis of the career ladder. To obtain the needed task factor data, selected senior AFSC 1S0X1 personnel (generally E-6 or E-7 craftsmen) also completed a second booklet for either training emphasis (TE) or task difficulty (TD). The TE and TD booklets were processed separately from

the JIs. This information is used in a number of different analyses discussed in more detail within this report.

Training Emphasis (TE). Training emphasis is defined as the degree of emphasis that should be placed on each task for structured training of first-enlistment personnel. Structured training is defined as resident technical schools, field training detachments, mobile training teams, formal on-the-job training (OJT), or any other organized training method. Forty-six experienced AFSC 1S0X1 NCOs rated the tasks in the inventory on a 10-point scale ranging from 0 (no training required) to 9 (extremely high training emphasis). Overall agreement among the raters was acceptable.

The average TE rating for this study is 3.54, with a standard deviation of 1.63. Tasks with a TE rating of 5.17 or greater are considered important to train new AFSC 1S0X1 personnel to perform.

Task Difficulty (TD). Task difficulty is defined as the amount of time needed to learn to perform each task satisfactorily. Forty-eight experienced AFSC 1S0X1 supervisors rated the difficulty of the tasks in the inventory using a 9-point scale ranging from 1 (extremely low difficulty) to 9 (extremely high difficulty). Interrater agreement among these respondents was sufficiently high to combine TD ratings of both the active duty and the civilian samples. TD ratings are normally adjusted so tasks of average difficulty have a value of 5.00 and a standard deviation of 1.00. Any task with a difficulty of 6.00 or greater is considered to be difficult to learn.

When used in conjunction with the primary criterion of percent members performing, TD and TE ratings can provide insight into first-enlistment personnel training requirements. Such insights may suggest a need for lengthening or shortening portions of instruction supporting Air Force Specialty entry-level jobs.

CAREER LADDER STRUCTURE

The first step in the analysis process is to identify the structure of career ladders in terms of the jobs performed by the respondents. The Comprehensive Occupational Data Analysis Programs (CODAP) assists by creating an individual job description for each respondent based on the tasks performed and relative amount of time spent on these tasks. The CODAP automated job clustering program then compares all the individual job descriptions, locates the two descriptions with the most similar tasks and time spent ratings, and combines them to form a composite job description. In successive stages, CODAP either adds new members to this initial group or forms new groups based on the similarity of tasks and time spent ratings.

The basic group used in the hierarchical clustering process is the job. When two or more jobs have a substantial degree of similarity in tasks performed and time spent on tasks, they are grouped together and identified as a cluster. The structure of the career ladder is then defined in terms of jobs and clusters of jobs.

Overview of Specialty Jobs

Based on the analysis of tasks performed and the amount of time spent performing each task, three jobs and one cluster were identified within the surveyed career ladders. Figure 2 illustrates the jobs performed by AFSC 1S0X1 personnel.

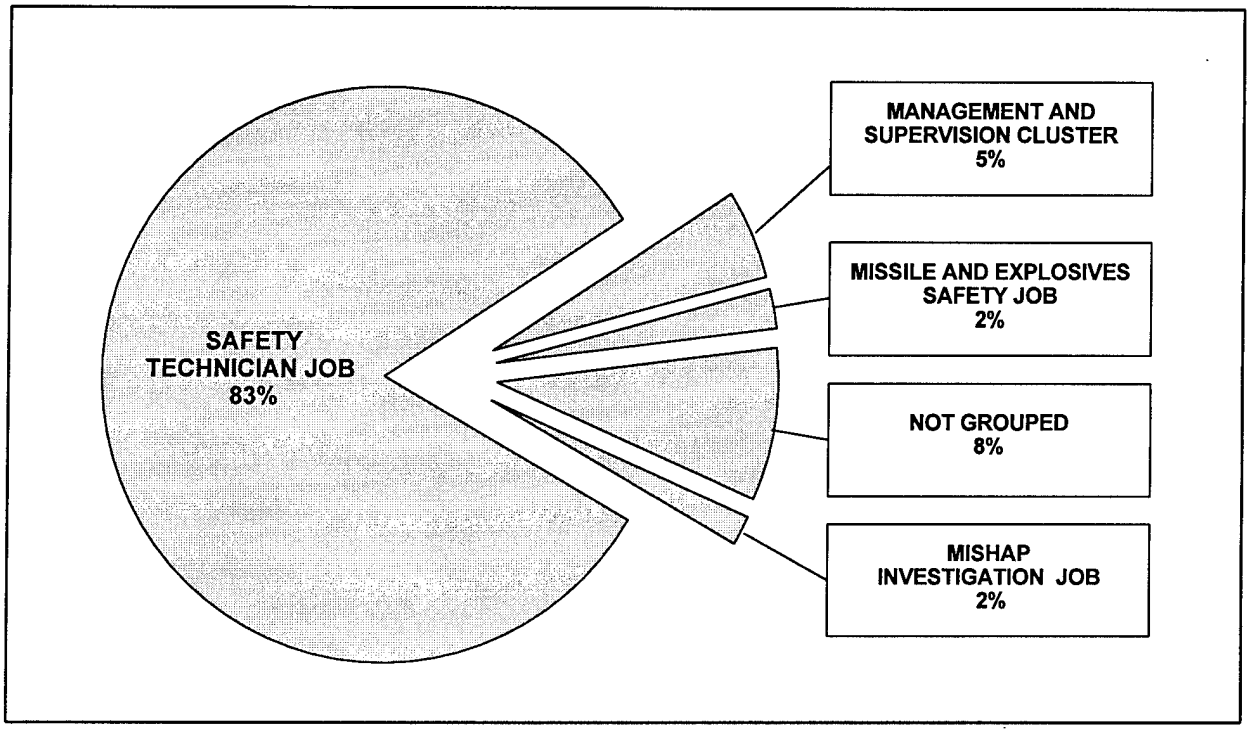

Figure 2. Identified job structure and percentages of total survey sample.

A listing of these jobs and job clusters is provided below. The stage (STG) number shown beside each title references computer-printed information; the letter "N" represents the number of personnel in each group.

I. SAFETY TECHNICIAN JOB (STG 40, N=365)

II. MISHAP INVESTIGATION JOB (STG 31, N=7)

III. MISSILE AND EXPLOSIVES JOB (STG 49, N=10)

IV. MANAGEMENT AND SUPERVISION CLUSTER (STG 24, N=21)

The respondents forming these groups account for 92 percent of the survey sample. The remaining 8 percent were performing tasks which did not group with any of the other defined jobs. Some of the job titles given by respondents which were representative of these personnel include: Safety Health Specialist, Command Safety Superintendent, Traffic Safety Manager, Safety Instructor, Titan Safety NCOIC, and Program Chief.

Group Descriptions

The following paragraphs contain brief descriptions of the three jobs and one cluster identified through the career ladder structure analysis. Appendix A lists representative tasks performed by identified cluster and job groups. Table 3 displays time spent on duties, while Table 4 provides demographic information for each cluster and job discussed within this report.

Another way to illustrate these jobs is to summarize tasks performed into groups of tasks (task modules). This allows for a very concise display of where job incumbents spend most of their time and develops a comprehensive overview of each job. Each job/cluster description contains a display of related task modules. This display shows the number of tasks included in a module, the average percent time spent on that module, and an average percent of members performing the particular task module. These modules were identified through CODAP coperformance clustering, which calculates the probability that members who perform one task will also perform a second task or group of related tasks. Representative task modules are listed as part of the job description. The list of modules with respective tasks is presented in Appendix B.

I. SAFETY TECHNICIAN JOB (STG40). The 365 members of this job represent 83 percent of the total survey sample. This is the core work of the Safety career ladder. Personnel with the Safety Technician job spend nearly 42 percent of their time performing general safety inspection duties (see Table 3). Associated tasks include writing inspection reports and inspecting sites or facilities for compliance with safety directives and policies. Respondents in this job inspect areas for slipping hazards, electrical hazards, proper utilization and condition of personal protective equipment/clothing, and safe use of tools and equipment. In addition, members of the Safety Technician job spend 21 percent of their job time performing mishap investigation and general administration functions. On average, Safety Technician job members perform 157 tasks.

SAFETY TECHNICIAN JOB	
Number of members	365
Percent of total sample	83%
Average number of tasks performed	157
Average time in present job	4 yrs
Average time in career field	8 yrs
Average TAFMS	15.3 yrs
Predominant paygrades	E-5/6/7, GS-11

Representative tasks for this job include:

- Write safety inspection reports
- Inspect sites or facilities for slipping hazards
- Inspect sites or facilities for electrical hazards
- Inspect sites or facilities for utilization of personal protective equipment or clothing
- Review safety inspection follow-up actions
- Inspect sites or facilities for safety practices employed in use of tools or equipment
- Inspect administrative areas
- Inspect sites or facilities for condition of personal protective equipment or clothing
- Review AF Forms 332 (Base Civil Engineer Work Request)

Representative task modules for this job include:

TM	Module Title	No. of Tasks	Percent Time Spent (Sum)	(Cumulative)
0001	General safety functions	63	40	40
0004	Base on-site inspections	54	21	61

TABLE 3

AVERAGE PERCENT TIME SPENT ON DUTIES BY CAREER LADDER JOBS

DUTIES	SAFETY TECHNICIAN JOB (STG40)	MISHAP INVESTIGATION JOB (STG31)	MISSILE AND EXPLOSIVES SAFETY JOB (STG49)	MANAGEMENT AND SUPERVISION CLUSTER (STG24)
A ORGANIZING AND PLANNING	7	6	8	23
B DIRECTING AND IMPLEMENTING	7	9	8	20
C INSPECTING AND EVALUATING	5	4	5	8
D TRAINING	2	*	2	7
E PERFORMING ADMINISTRATIVE FUNCTIONS	9	14	5	11
F PERFORMING GENERAL SAFETY FUNCTIONS	4	4	4	9
G PERFORMING GENERAL SAFETY INSPECTIONS	42	18	19	3
H CONDUCTING SAFETY EDUCATION	4	4	2	2
I PERFORMING MISHAP INVESTIGATIONS AND RELATED ACTIVITIES	12	32	8	8
J COORDINATING AND MAINTAINING LIAISON	7	9	7	8
K PERFORMING EXPLOSIVES SAFETY FUNCTIONS	1	*	13	1
L PERFORMING MISSILE SAFETY FUNCTIONS	*	*	8	*
M PERFORMING NUCLEAR SURETY PROGRAM FUNCTIONS	*	*	10	*

NOTE 1: * Denotes less than 1 percent
NOTE 2: Columns may not add up to 100 percent due to rounding

These data clearly show the emphasis of this job toward general safety duties and tasks, since incumbents spend 40 percent of their cumulative time in that one task module. As expected, base on-site inspection tasks are also highly emphasized by members of the Safety Technician job.

The majority of Safety Technician job incumbents are military (59 percent). Civilians comprise the remaining 41 percent. Table 4 shows expanded background data across career ladder jobs.

Respondents holding this job vary widely across experience levels and paygrades. For example, the average time in the AFSC 1S0X1 career field for all Safety Technician job members is just over 8 years. However, incumbents in this job range from less than 1 year to over 17 years' experience in the AFSC 1S0X1 career ladder. Survey data also show that this job is performed by personnel in military paygrades ranging from E-4 through E-8 (primarily by E-5 and E-6 personnel).

II. MISHAP INVESTIGATION JOB (STG31).

The 7 respondents performing the Mishap Investigation job reported spending 32 percent of their time performing mishap investigations and related activities (see Table 3). An additional 32 percent of their time is spent performing general safety inspections and administrative functions. Members in the Mishap Investigation job perform many of the same tasks as members in the Safety Technician job. However, Mishap Investigation job members, on average, perform only 60 tasks -- much fewer than the average 157 tasks performed by their Safety Technician job counterparts. In addition, members of the Mishap Investigation job perform more tasks directly related to mishap reporting and analysis. The Mishap Investigation job represents 2 percent of the total survey sample.

MISHAP INVESTIGATION JOB	
Number of members	7
Percent of total sample	2%
Average number of tasks performed	60
Average time in present job	3 yrs
Average time in career field	10 yrs
Average TAFMS	14 yrs
Predominant paygrade	E-6

Representative tasks for this job include:

- Review mishap findings to determine causal factors
- Review mishap or incident reports
- Review hospital admission, disposition, or emergency treatment logs
- Review initial mishap findings to determine reportability
- Review AF Forms 332 (Base Civil Engineer Work Request)
- Interview injured persons or persons directly involved in mishaps
- Conduct mishap trend analysis
- Log civilian injury or illness data
- Prepare mishap summaries
- Review implementation of internal mishap notification procedures

TABLE 4

SELECTED BACKGROUND DATA FOR CAREER LADDER JOBS

	SAFETY TECHNICIAN JOB	MISHAP INVESTIGATION JOB	MISSILE AND EXPLOSIVES SAFETY JOB	MANAGEMENT AND SUPERVISION CLUSTER
NUMBER IN GROUP	365	7	10	21
PERCENT OF SAMPLE	83%	2%	2%	5%
DAFSC DISTRIBUTION:				
1S031	1%	0%	0%	0%
1S051	15%	43%	0%	0%
1S071	40%	43%	40%	19%
1S091	3%	0%	10%	43%
1S000	0%	0%	0%	33%
Civilian	41%	14%	50%	5%
PAYGRADE DISTRIBUTION:				
E-1 to E-4	3%	29%	0%	0%
E-5	21%	0%	0%	0%
E-6	19%	43%	20%	14%
E-7	14%	14%	20%	24%
E-8	2%	0%	10%	24%
E-9	0%	0%	0%	33%
GS-07	1%	0%	0%	0%
GS-09	12%	0%	0%	5%
GS-11	26%	14%	50%	0%
GS-12	2%	0%	0%	0%
Average number of tasks performed	157	60	153	46
Average years TICF	8	10	11	12
Percent with 1-48 months in career field	12%	29%	10%	10%

Representative task modules for this job include:

TM	Module Title	No. of Tasks	Percent Time Spent (Sum)	(Cumulative)
0001	General safety functions	63	55	55
0004	Base on-site inspections	54	7	62
0002	Civilian injury/illness	4	6	68

As shown by the above data, members in the Mishap Investigation job spent over half of their job time performing tasks in the "General safety functions" module. This is clearly the dominant task module for this job as the next module, base on-site inspections, accounts for only 7 percent of incumbents' job time. The third module in terms of overall job time is the "Civilian injury/illness" module. While this module accounts for only 6 percent of incumbents' overall job time, it is comprised of only 4 tasks -- indicating that this module represents a very important, albeit small, segment of the Mishap Investigation job.

The majority of Mishap Investigation job incumbents are military (86 percent). Forty-three percent of these military members are in the grade of Technical Sergeant. Civilians comprise the remaining 14 percent. Table 4 shows expanded background data across career ladder jobs. All military respondents in this job possess a 5- or 7-skill level and are assigned to wing-, group-, or squadron-level duty positions.

III. MISSILE AND EXPLOSIVES SAFETY JOB (STG49). The Missile and Explosives Safety job contains 10 respondents and represents 2 percent of the total survey sample. Members of this job, in addition to performing general safety inspections, emphasize explosives safety and nuclear surety program functions. As shown in Table 3, these three duty areas represent 42 percent of Missile and Explosives Safety job members' overall job time. Respondents in this job inspect and evaluate the handling, removal, transportation, and installation of explosives. Missile and Explosives Safety job members perform an average of 153 tasks across all surveyed duty areas.

MISSILE AND EXPLOSIVES SAFETY JOB	
Number of members	10
Percent of total sample	2%
Average number of tasks performed	153
Average time in present job	5 yrs
Average time in career field	11 yrs
Average TAFMS	18 yrs
Predominant paygrades	E-6/7, GS-11

Representative tasks for this job include:

- Interpret policies, directives, or procedures
- Inspect explosives handling operations
- Inspect installation, removal, or transportation of explosives
- Evaluate uploading, downloading, or payload exchange of explosives
- Write safety inspection reports
- Review contingency plans
- Inspect explosives maintenance or support facilities
- Inspect explosives support equipment
- Monitor explosives hazardous operations
- Review unit safety training programs

Representative task modules for this job include:

TM	Module Title	No. of Tasks	Percent Time Spent (Sum)	(Cumulative)
0001	General safety functions	63	29	29
0011	Explosives	16	14	43
0013	Nuclear weapons	19	10	53
0007	Management and administration	15	6	59
0004	Base on-site inspections	54	6	65

These data show the emphasis of this job toward general safety tasks, particularly those tasks related to explosives and nuclear weapons. Combined, these three task modules account for more than half of their cumulative job time.

The Missile and Explosive Safety job is evenly distributed between military and civilian respondents. Table 4 shows expanded background data across career ladder jobs.

Respondents holding this job are, generally, more experienced in the career ladder. No military incumbent is below the rank of Technical Sergeant (all civilian incumbents are in the paygrade of GS-11). All incumbents are assigned to wing-level duty positions.

IV. MANAGEMENT AND SUPERVISION CLUSTER (STG24). The 21 members of this cluster represent 5 percent of the total survey sample. Personnel in the Management and Supervision cluster represent the top echelon of the Safety career ladder. Members show a departure from technical tasks and an increased emphasis on organizing, planning, directing, and implementing duties. These duty areas represent 43 percent of incumbents' overall job time (see Table 3). Associated tasks include interpreting policies/procedures, advising commanders on safety-related topics, and performing various administrative tasks. On average, members of the Management and Supervision cluster perform fewer tasks than previously-discussed job groups (46).

MANAGEMENT AND SUPERVISION CLUSTER	
Number of members	21
Percent of total sample	5%
Average number of tasks performed	46
Average time in present job	3 yrs
Average time in career field	12 yrs
Average TAFMS	20 yrs
Predominant paygrades	E-9

Representative tasks for this cluster include:

- Interpret policies, directives, or procedures
- Develop safety publications
- Participate in staff meetings
- Serve as advisor to commanders on safety-related topics
- Distribute mishap briefs, mishap prevention briefs, crosstails, or safety bulletins
- Direct maintenance of administrative files
- Draft budget requirements
- Develop safety checklists
- Initiate changes for publications, other than technical orders

Representative task modules for this job include:

TM	Module Title	No. of Tasks	Percent Time Spent (Sum)	(Cumulative)
0001	General safety functions	63	35	35
0007	Management and administration	15	19	54
0009	First-line supervision	33	17	71

Members of the Management and Supervision cluster, like the three previously-mentioned job groups, perform tasks in the "General safety functions" module more than other identified modules (35 percent of total job time). However, members of this cluster also show a strong emphasis in the "Management and administration" and "First-line supervision" modules. Representative data for these two modules account for an additional 36 percent of the cumulative time of Management and Supervision cluster incumbents.

The overwhelming majority (95 percent) of Management and Supervision incumbents are military. Eighty percent of these military members possess a 1S091 or 1S000 DAFSC. Table 4 shows expanded background data across career ladder jobs.

Respondents in this cluster average nearly 20 years TAFMS and over 12 years TICF. Most (76 percent) are stationed in MAJCOM-level or higher duty positions.

This cluster contains two jobs. The first, the Staff Supervision job, contains eleven military members who are direct, first-line supervisors. Members in this job concentrate on supervisory, management, and training tasks, to include budget requirement and publication development. All possess a 9-skill level or CEM code. Ninety-one percent of these incumbents are at the MAJCOM level or higher. Fifty-five percent are Chief Master Sergeants.

The second job is the Safety Information Analysis and Management job. The 10 members (9 military, 1 civilian) in this group perform an average of 50 tasks. Unlike their Staff Supervision job counterparts, only 10 percent of the incumbents in the Safety Information Analysis and Management job are direct, first-line supervisors. In general, members of this job are lower in rank than members of the Staff Supervision job -- 60 percent are Technical or Master Sergeants. Respondents in the Safety Information Analysis and Management job perform many more tasks associated with mishap investigation management than members in the Staff Supervision job. These tasks include maintaining mishap statistics, trend analysis, and education summary data. Sixty percent are at the MAJCOM level or higher.

Comparison of Current Group Descriptions to Previous Study

The results of the specialty job analysis were compared to the previous OSR, AFPT 90-241-759, dated May 1986. Table 5 lists the major jobs identified in the current report and their equivalent jobs from the 1986 report. A review of the jobs performed by the current sample indicates that not all the job groups and clusters identified in 1986 were matched to similar job groups identified in the current report. In general, the current career field is less diverse than the 1986 one. Many jobs have become more alike over time, thus, becoming diffused within the Safety Technician job.

TABLE 5

SPECIALTY JOB COMPARISONS BETWEEN CURRENT AND 1986 SURVEYS

CURRENT JOB TITLE	PCT OF OVERALL SAMPLE	1986 SURVEY JOB TITLE	PCT OF OVERALL SAMPLE
SAFETY TECHNICIAN JOB	83%	GENERAL SAFETY PERSONNEL CLUSTER A. Ground Safety and Mishap Investigation Personnel Job Type B. Safety Site and Facilities Inspection Personnel Job Type C. Ground Safety Managers and NCOICs Job Type D. Assistant Ground Safety and Mishap Investigation Personnel Job Type	66%
MISHAP INVESTIGATION JOB	2%	MISHAP INVESTIGATORS INDEPENDENT JOB TYPE	1%
MISSILE AND EXPLOSIVES SAFETY JOB	2%	WEAPONS/EXPLOSIVE SAFETY PERSONNEL INDEPENDENT JOB TYPE	4%
MANAGEMENT AND SUPERVISION CLUSTER	5%	NOT MATCHED	
NOT MATCHED		EQUIPMENT SAFETY INSPECTION PERSONNEL INDEPENDENT JOB TYPE	2%
NOT MATCHED		HEADQUARTERS SAFETY PERSONNEL CLUSTER A. Headquarters Safety Program Monitors Job Type B. Headquarters Safety Education and Training Personnel C. Headquarters Safety Management Personnel Job Type	11%
NOT MATCHED		SAFETY INSTRUCTORS INDEPENDENT JOB TYPE	3%
NOT GROUPED	8%	NOT GROUPED	13%

Summary

In summary, structure analysis reveals the Safety career ladder to be highly homogeneous, with 83 percent of respondents performing similar tasks, and spending similar amounts of time on those tasks to be grouped into one job. Besides this very large Safety Technician job, the structure analysis identified two additional jobs and one cluster: Mishap Investigation job, Missile and Explosives Safety job, and Management and Supervision cluster.

SKILL AND EXPERIENCE ANALYSIS

Analysis of Military DAFSC Groups

An analysis of DAFSC groups, in conjunction with the analysis of the career ladder structure, is an important part of each occupational survey. DAFSC analysis examines differences in tasks performed between skill levels. This information may then be used to evaluate how well career ladder documents, such as AFMAN 36-2108 *Specialty Descriptions*, reflect what career ladder personnel are actually doing in the field.

The distribution of AFSC 1S0X1 skill-level groups across career ladder clusters and jobs is displayed in Table 6. As can be seen, very high percentages of DAFSC 1S051 and DAFSC 1S071 members are performing the core job of the career ladder, the Safety Technician job. As personnel progress through the career ladder, they begin to move into traditional management and supervisory roles. This represents a typical career progression pattern.

Table 7 offers another perspective by displaying the relative percent time spent on each duty across skill-level groups. As expected, 5- and 7-skill level groups concentrate on performing general safety inspections. Nine-skill level and CEM code members perform more supervisory and management duties. Specific skill-level group discussions are presented below.

Descriptions and Comparisons of Military Skill-Level Groups

DAFSC 1S051. Five-skill level members perform an average of 138 tasks and average 6 years in the specialty. Most hold the grade of Staff Sergeant. Table 6 shows that 92 percent of the 63 members in this group perform the Safety Technician job. Forty-five percent of their job time is spent performing general safety inspections (see Table 7). Table 8 lists representative tasks these members perform.

DAFSC 1S071. Seven-skill level members comprise the largest group in this career ladder. Although this is unusual with most career ladders, it is common among lateral specialties. The 175 members of this group perform an average of 137 tasks and average 9 years in the career ladder. Nearly half of these members (46 percent) are Technical Sergeants. As with 5-skill level members, most 7-skill level airmen are members of the Safety Technician job (82 percent) (see Table 6). DAFSC 1S071 members spend 38 percent of their time performing general safety inspection duties (see Table 7). Table 9 lists representative tasks for these incumbents.

As Table 9 shows, DAFSC 1S071 personnel perform tasks very similar to those performed by 5-skill level members. Tasks which best distinguish 7-skill level personnel from their junior 5-skill level counterparts are presented in Table 10. As expected, the key difference between these two groups is an increased emphasis on training and supervisory functions by 7-skill level members. Examples of tasks with the greatest difference in members performing include writing Enlisted Performance Reports (EPRs), conducting staff meetings, and maintaining training records.

TABLE 6

DISTRIBUTION OF 1S0X1 SKILL-LEVEL MEMBERS
ACROSS CAREER LADDER JOBS (PERCENT)

JOB	1S051 (N=63)	1S071 (N=175)	1S091 (N=22)	1S000 (N=10)
SAFETY TECHNICIAN JOB	92	83	50	0
MISHAP INVESTIGATION JOB	5	2	0	0
MISSILE AND EXPLOSIVES SAFETY JOB	0	2	5	0
MANAGEMENT AND SUPERVISION CLUSTER	0	2	40	70
NOT GROUPED	3	11	5	30

TABLE 7

TIME SPENT ON DUTIES BY MEMBERS OF SKILL-LEVEL GROUPS
(RELATIVE PERCENT OF JOB TIME)

DUTIES	DAFSC 1S051 (N=63)	DAFSC 1S071 (N=175)	DAFSC 1S091 (N=22)	DAFSC 1S000 (N=10)
A ORGANIZING AND PLANNING	6	7	15	17
B DIRECTING AND IMPLEMENTING	6	7	14	18
C INSPECTING AND EVALUATING	5	5	8	8
D TRAINING	1	4	4	14
E PERFORMING ADMINISTRATIVE FUNCTIONS	9	9	10	8
F PERFORMING GENERAL SAFETY FUNCTIONS	4	5	6	10
G PERFORMING GENERAL SAFETY INSPECTIONS	45	38	20	9
H CONDUCTING SAFETY EDUCATION	5	4	2	1
I PERFORMING MISHAP INVESTIGATIONS AND RELATED ACTIVITIES	13	12	9	7
J COORDINATING AND MAINTAINING LIAISON	6	7	8	8
K PERFORMING EXPLOSIVES SAFETY FUNCTIONS	*	1	2	*
L PERFORMING MISSILE SAFETY FUNCTIONS	*	1	1	*
M PERFORMING NUCLEAR SURETY PROGRAM FUNCTIONS	*	*	1	*

NOTE 1: * Denotes less than 1 percent
NOTE 2: Columns may not add up to 100 percent due to rounding

TABLE 8

REPRESENTATIVE TASKS PERFORMED BY AFSC 1S051 PERSONNEL

TASKS		PERCENT MEMBERS PERFORMING (N=63)
E108	Write safety inspection reports	95
G136	Inspect administrative areas	94
E100	Review AF Forms 332 (Base Civil Engineer Work Request)	92
G189	Inspect sites or facilities for electrical hazards	92
G197	Inspect sites or facilities for utilization of personal protective equipment or clothing	92
I256	Review hospital admission, disposition, or emergency treatment logs	90
I260	Review mishap or incident reports	90
G196	Inspect sites or facilities for slipping hazards	90
I241	Interview injured persons or persons directly involved in mishaps	90
G168	Inspect machinery	90
G218	Review safety inspection follow-up actions	89
G187	Inspect sites or facilities for condition of personal protective equipment or clothing	89
C47	Evaluate hazard reports	89
G169	Inspect material handling or lifting devices	89
I258	Review initial mishap findings to determine reportability	87
G195	Inspect sites or facilities for safety practices employed in use of tools or equipment	87
G156	Inspect facilities for currency of safety bulletin boards	87
H229	Conduct safety briefings	87
G190	Inspect sites or facilities for environmental health hazards	87
E98	Process AF Forms 457	87
C44	Evaluate commander or functional manager involvement in mishap prevention	86
I259	Review mishap findings to determine causal factors	86
G193	Inspect sites or facilities for operational status of emergency lighting systems	86
H232	Conduct unit safety representative safety training	86
G167	Inspect machine shops	86
G191	Inspect sites or facilities for handling or storage of hazardous materials	86
G143	Inspect battery shops	86

TABLE 9

REPRESENTATIVE TASKS PERFORMED BY AFSC 1S071 PERSONNEL

TASKS		PERCENT MEMBERS PERFORMING (N=175)
E108	Write safety inspection reports	90
G136	Inspect administrative areas	87
G189	Inspect sites or facilities for electrical hazards	87
C47	Evaluate hazard reports	87
C50	Evaluate personnel for compliance with work standards	86
B36	Participate in staff meetings	86
G197	Inspect sites or facilities for utilization of personal protective equipment or clothing	86
G196	Inspect sites or facilities for slipping hazards	86
G218	Review safety inspection follow-up actions	86
E100	Review AF Forms 332 (Base Civil Engineer Work Request)	84
G195	Inspect sites or facilities for safety practices employed in use of tools or equipment	84
F109	Distribute mishap briefs, mishap prevention briefs, crosstails, or safety bulletins	83
I258	Review initial mishap findings to determine reportability	83
C44	Evaluate commander or functional manager involvement in mishap prevention	82
I260	Review mishap or incident reports	82
G156	Inspect facilities for currency of safety bulletin boards	82
I259	Review mishap findings to determine causal factors	82
G187	Inspect sites or facilities for condition of personal protective equipment or clothing	82
J287	Write safety-related articles	82
H229	Conduct safety briefings	82
I241	Interview injured persons or persons directly involved in mishaps	82
G191	Inspect sites or facilities for handling or storage of hazardous materials	82
F123	Prepare mishap briefs, mishap prevention briefs, or safety bulletins	82
G135	Evaluate workplace safety briefings	81
I265	Write formal mishap reports	80
A4	Develop safety checklists	80

TABLE 10

TASKS WHICH BEST DIFFERENTIATE BETWEEN
DAFSC 1S051 AND DAFSC 1S071 PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASKS		1S051 (N=63)	1S071 (N=175)	DIFFERENCE
G138	Inspect aircraft towing operations	70	45	25
G161	Inspect golf courses	63	42	21
G190	Inspect sites or facilities for environmental health hazards	87	66	21
G164	Inspect home child care facilities	73	52	21
G181	Inspect photo facilities	75	54	21
G148	Inspect commissary facilities	75	54	21
G163	Inspect hangar facilities	76	55	21
G153	Inspect engine shops	65	45	20
G184	Inspect recreation centers	79	59	20
C60	Write EPRs	6	30	-24
D78	Maintain training records	11	34	-23
D63	Conduct OJT	17	39	-22
A16	Review contingency plans	35	56	-21
B23	Conduct staff meetings	19	40	-21
A18	Serve as advisor to commanders on safety-related topics	54	74	-20
A2	Determine or establish logistics requirements, such as equipment, supplies, personnel, tools, or workspace	29	48	-19

DAFSC 1S091. The 22 members of this group perform an average of 112 tasks and average 12 years, 3 months, in the Safety career ladder. Ninety percent are either Master or Senior Master Sergeants. Unlike previous skill level groups, only half of DAFSC 1S091 personnel are in the Safety Technician job (see Table 6). Instead, 40 percent of these group members are members of the Management and Supervision cluster. As shown in Table 7, only 20 percent of DAFSC 1S091 members' job time is spent performing general safety inspection duties. Organizing, planning, directing, and implementing duties account for an additional 29 percent of their job time.

DAFSC 1S000. CEM code members comprise the smallest group in the career ladder. The 10 members of this group perform an average of only 48 tasks -- much fewer than previously-discussed DAFSC groups. DAFSC 1S000 members average 14 years in the career ladder and nearly 22 years TAFMS. Ninety percent are Chief Master Sergeants. Table 6 data show 70 percent of these group members are in the Management and Supervision cluster. Unlike other DAFSC groups, DAFSC 1S000 members spend only 9 percent of their time performing general safety inspection duties. Rather, duties related to directing, implementing, organizing, and planning are most frequently performed by members of this DAFSC group. Due to their mutual emphasis on management and supervision duties, DAFSC 1S091 and 1S000 members perform similar tasks. For this reason, representative tasks for these two DAFSC groups were combined and are listed in Table 11.

Tasks which best distinguish DAFSC 1S091/1S000 personnel from 7-skill level members are presented in Table 12. As expected, 7-skill level members perform more technical functions than their senior counterparts. Conversely, DAFSC 1S091/1S000 members show a marked increase in the amount of supervisory and management tasks performed. Examples of tasks with the greatest difference in members performing include writing job descriptions, assigning personnel to duty positions, writing EPRs, and drafting budget requirements.

AFMAN 36-2108 *Specialty Descriptions* Analysis

Survey data were compared to the AFMAN 36-2108 *Specialty Descriptions* for AFSC 1S0X1 Safety Specialists, Technicians, and Superintendents, dated 31 October 1994, effective 31 October 1993. The descriptions for the 5-, 7-, and 9-skill levels and CEM code members were accurate, depicting the technical aspects of the job, as well as the increase in supervisory responsibilities previously described in the DAFSC analysis. The descriptions also capture the primary responsibilities of AFSC 1S0X1 members in the applicable clusters and jobs identified by the job structure analysis process.

TABLE 11

REPRESENTATIVE TASKS PERFORMED BY AFSC 1S091/1S000 PERSONNEL

TASKS		PERCENT MEMBERS PERFORMING (N=32)
B35	Interpret policies, directives, or procedures	94
B36	Participate in staff meetings	91
A18	Serve as advisor to commanders on safety-related topics	88
A3	Determine work priorities	84
F109	Distribute mishap briefs, mishap prevention briefs, crosstails, or safety bulletins	78
A16	Review contingency plans	75
A7	Develop safety publications	75
A4	Develop safety checklists	75
E103	Review ground mishap and safety education summary data	72
C53	Evaluate safety-related suggestions	72
A8	Draft budget requirements	72
B22	Conduct mishap trend analysis	69
F124	Research technical publications or manuals	69
A11	Plan or schedule work assignments	69
C44	Evaluate commander or functional manager involvement in mishap prevention	69
E104	Review safety awards	69
C60	Write EPRs	69
A13	Prepare or update office operating instructions	69
A19	Write job descriptions	69
B34	Indoctrinate newly assigned personnel	69
F123	Prepare mishap briefs, mishap prevention briefs, or safety bulletins	66
A2	Determine or establish logistics requirements, such as equipment, supplies, personnel, tools, or workspace	66
B26	Develop work methods or procedures	63
J287	Write safety-related articles	63
B24	Counsel personnel on personal or military-related problems	63
A1	Assign personnel to duty positions	63

TABLE 12

TASKS WHICH BEST DIFFERENTIATE BETWEEN
DAFSC 1S071 AND DAFSC 1S091/1S000 PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASKS		AFSC 1S071 (N=175)	AFSC 1S091/ 1S000 (N=32)	DIFFERENCE
G189	Inspect sites or facilities for electrical hazards	87	25	62
H232	Conduct unit safety representative safety training	73	16	57
G191	Inspect sites or facilities for handling or storage of hazardous materials	81	25	56
G196	Inspect sites or facilities for slipping hazards	86	31	55
I241	Interview injured persons or persons involved in mishaps	82	28	54
H229	Conduct safety briefings	82	28	54
G203	Inspect vehicle operators for seat belt usage	75	22	53
E100	Review AF Forms 332 (Base Civil Engineer Work Request)	84	31	53
G195	Inspect sites or facilities for safety practices employed in use of tools or equipment	84	31	53
A19	Write job descriptions	19	69	-49
A1	Assign personnel to duty positions	21	63	-42
C60	Write EPRs	30	69	-39
A8	Draft budget requirements	33	72	-39
D82	Select individuals for specialized training	21	53	-33
C48	Evaluate job descriptions	21	53	-33
A17	Schedule leaves or passes	27	59	-33
D83	Serve as training advisor at staff level	10	41	-31
B31	Implement cost-reduction programs	12	41	-29
B43	Supervise Safety Technicians (AFSC 1S071)	15	44	-28
J267	Coordinate changes in technical publications with appropriate agencies	28	56	-28

Analysis of Civilian Paygrade Groups

As with the military DAFSC analysis, an analysis of civilian paygrade groups, in conjunction with the analysis of the career ladder structure, reflect what these personnel are actually doing in the field. Civilian skill and experience analysis examines differences in tasks performed between identified paygrade groups.

The distribution of Occupational Series 018 civilian paygrade groups across career ladder clusters and jobs is displayed in Table 13. As can be seen, very high percentages of these members are performing the core job of the career ladder, the Safety Technician job. Civilians do not mirror the military career progression pattern, where members follow a typical path from technical duties to management and supervision duties. Rather, most civilian Occupational Series 018 personnel tend to remain in the Safety Technician job as they progress -- even as their responsibilities increase.

Table 14 offers another perspective by displaying the relative percent time spent on each duty across civilian paygrade groups. As expected, all identified groups concentrate on performing general safety inspections. In addition, GS-12 members show an increase in duties related to organization, planning, and coordinating liaison. Specific paygrade group discussions are presented below.

Descriptions and Comparisons of Civilian Paygrade Groups

GS-07. GS-07 personnel perform fewer tasks than all other surveyed civilian groups (85). These members average just over 2 years in the their current Occupational Series. Table 13 shows that 4 of the 6 members in this group perform the Safety Technician job. Forty-eight percent of their job time is spent performing general safety inspections (see Table 14). An additional 11 percent of their job time is spent performing mishap investigations.

GS-09. The 47 members of this group perform an average of 173 tasks and average 6 years, 5 months, in their current Occupational Series. As with GS-07 members, Table 13 indicates most GS-09 personnel are members of the Safety Technician job (94 percent). Table 14 data show these members spend 40 percent of their time performing general safety inspection duties.

Due to their mutual emphasis on general safety inspection duties, GS-07 and GS-09 members perform similar tasks. For this reason, representative tasks for these two groups were combined and are listed in Table 15. Representative tasks for GS-07/GS-09 groups members include inspecting sites for slipping hazards, interviewing persons involved in mishaps, and writing safety inspection reports.

GS-11. This is the largest civilian paygrade group represented in the survey sample. These members average 152 tasks performed and 8 years, 6 months in the their current Occupational Series. Table 13 data show 88 percent of the 108 members in this group perform the Safety

TABLE 13

DISTRIBUTION OF CIVILIAN OCCUPATIONAL SERIES 018 MEMBERS
ACROSS CAREER LADDER JOBS (PERCENT)

JOB	GS-07 (N=6)	GS-09 (N=47)	GS-11 (N=108)	GS-12 (N=4)
SAFETY TECHNICIAN JOB	67	94	88	100
MISHAP INVESTIGATION JOB	0	0	1	0
MISSILE AND EXPLOSIVES SAFETY JOB	0	0	5	0
MANAGEMENT AND SUPERVISION CLUSTER	0	2	0	0
NOT GROUPED	33	4	6	0

TABLE 14

TIME SPENT ON DUTIES BY MEMBERS OF CIVILIAN OCCUPATIONAL SERIES 018 GROUPS
(RELATIVE PERCENT OF JOB TIME)

DUTIES	GS-07 (N=6)	GS-09 (N=47)	GS-11 (N=108)	GS-12 (N=4)
A ORGANIZING AND PLANNING	8	7	7	11
B DIRECTING AND IMPLEMENTING	5	7	7	5
C INSPECTING AND EVALUATING	5	4	5	7
D TRAINING	*	2	3	3
E PERFORMING ADMINISTRATIVE FUNCTIONS	8	8	9	4
F PERFORMING GENERAL SAFETY FUNCTIONS	5	5	5	4
G PERFORMING GENERAL SAFETY INSPECTIONS	48	40	38	19
H CONDUCTING SAFETY EDUCATION	3	6	3	2
I PERFORMING MISHAP INVESTIGATIONS AND RELATED ACTIVITIES	11	11	12	8
J COORDINATING AND MAINTAINING LIAISON	7	8	8	28
K PERFORMING EXPLOSIVES SAFETY FUNCTIONS	*	2	2	9
L PERFORMING MISSILE SAFETY FUNCTIONS	*	*	1	*
M PERFORMING NUCLEAR SURETY PROGRAM FUNCTIONS	*	*	*	*

NOTE 1: * Denotes less than 1 percent
NOTE 2: Columns may not add up to 100 percent due to rounding

TABLE 15

REPRESENTATIVE TASKS PERFORMED BY OCCUPATIONAL SERIES 018
GS-07/GS-09 PERSONNEL

TASKS		PERCENT MEMBERS PERFORMING (N=53)
G196	Inspect sites or facilities for slipping hazards	94
I241	Interview injured persons or persons directly involved in mishaps	94
G136	Inspect administrative areas	94
B36	Participate in staff meetings	92
E108	Write safety inspection reports	92
G197	Inspect sites or facilities for utilization of personal protective equipment or clothing	91
G195	Inspect sites or facilities for safety practices employed in use of tools or equipment	91
C47	Evaluate hazard reports	91
E98	Process AF Forms 457	91
E100	Review AF Forms 332 (Base Civil Engineer Work Request)	89
F123	Prepare mishap briefs, mishap prevention briefs, or safety bulletins	89
G187	Inspect sites or facilities for condition of personal protective equipment or clothing	89
H229	Conduct safety briefings	89
G189	Inspect sites or facilities for electrical hazards	89
G168	Inspect machinery	89
I260	Review mishap or incident reports	89
G156	Inspect facilities for currency of safety bulletin boards	89
J287	Write safety-related articles	89
C53	Evaluate safety-related suggestions	89
G203	Inspect vehicle operators for seat belt usage	87
G218	Review safety inspection follow-up actions	87
I265	Write formal mishap reports	87
G167	Inspect machine shops	87
G221	Review unit safety training programs	87
I258	Review initial mishap findings to determine reportability	87
J274	Coordinate mishap investigations with appropriate agencies	87

Technician job. Performing general safety inspections accounts for 38 percent of their overall job time (see Table 14).

GS-12. The 4 members of this group perform an average of 119 tasks and average nearly 9 years in their current Occupational Series. While all surveyed GS-12 personnel are members of the Safety Technician job (see Table 13), Table 14 indicates these members show an increase in management and supervisory duties, including coordinating and maintaining liaison.

Due to the small number of GS-12 respondents in the survey sample, tasks for GS-11 and GS-12 paygrade groups were combined and are presented in Table 16. Representative tasks for this groups include inspecting sites for electrical hazards, writing safety inspection reports, and reviewing mishap findings to determine causal factors.

Tables 15 and 16 show that GS-07/GS-09 and GS-11/GS-12 members perform many of the same tasks. However, Table 17 identifies tasks which best differentiate between these two groups. As expected, GS-11/GS-12 personnel perform more management and supervisory functions than GS-07/GS-09 members.

TABLE 16

REPRESENTATIVE TASKS PERFORMED BY OCCUPATIONAL SERIES 018
GS-11/GS-12 PERSONNEL

TASKS		PERCENT MEMBERS PERFORMING (N=112)
G189	Inspect sites or facilities for electrical hazards	95
E108	Write safety inspection reports	93
I259	Review mishap findings to determine causal factors	91
I241	Interview injured persons or persons directly involved in mishaps	91
G195	Inspect sites or facilities for safety practices employed in use of tools or equipment	90
G196	Inspect sites or facilities for slipping hazards	90
G218	Review safety inspection follow-up actions	89
G187	Inspect sites or facilities for condition of personal protective equipment or clothing	89
C53	Evaluate safety-related suggestions	89
G197	Inspect sites or facilities for utilization of personal protective equipment or clothing	88
J280	Coordinate safety inspections with appropriate agencies	88
I260	Review mishap or incident reports	88
G169	Inspect material handling or lifting devices	88
G191	Inspect sites or facilities for handling or storage of hazardous materials	87
C47	Evaluate hazard reports	87
F123	Prepare mishap briefs, mishap prevention briefs, or safety bulletins	85
G160	Inspect machinery	85
G136	Inspect administrative areas	85
G167	Inspect machine shops	85
J274	Coordinate mishap investigations with appropriate agencies	85
B35	Interpret policies, directives, or procedures	84
E98	Process AF Forms 457	84
J287	Write safety-related articles	84
E100	Review AF Forms 332 (Base Civil Engineer Work Request)	83
A9	Monitor hazard reporting systems	83
G133	Evaluate lock out/tag out procedures	83

TABLE 17

TASKS WHICH BEST DIFFERENTIATE BETWEEN OCCUPATIONAL SERIES 018
GS-07/GS-09 MEMBERS AND GS-11/GS-12 MEMBERS
(PERCENT MEMBERS PERFORMING)

TASKS		GS-07/ GS-09 (N=53)	GS-11/ GS-12 (N=112)	DIFFERENCE
H227	Conduct local conditions traffic safety courses (Course II)	74	36	38
G158	Inspect flightline servicing areas	77	50	27
G163	Inspect hangar facilities	85	58	27
G179	Inspect parachute shops	66	39	27
H231	Conduct supervisor safety training	79	53	26
H233	Coordinate maintenance or procurement of safety materials with audiovisual	62	37	25
G138	Inspect aircraft towing operations	73	48	25
H234	Develop safety education courses	60	36	24
G176	Inspect nondestructive inspection (NDI) shops	75	51	24
A3	Determine work priorities	53	82	-29
C52	Evaluate requests for variance from established safety procedures	55	77	-22
C59	Write civilian performance appraisals	6	25	-19

TRAINING ANALYSIS

Occupational surveys provide information which can be useful in the development and revision of relevant training programs. For lateral career ladders, entry-level analysis is primarily directed at members with 1-48 months time in the Safety career field (TICF). Factors used to evaluate entry-level AFSC 1S0X1 training include duties being performed by members across career ladder jobs, percentages of members performing specific tasks, ratings of how much training emphasis (TE) tasks should receive in formal training, and relative task difficulty (TD) ratings.

Initial Assignment (1-48 Months TICF) Analysis

In this study, there are 60 AFSC 1S0X1 members with 1-48 months TICF, representing 22 percent of all surveyed military AFSC 1S0X1 personnel (14 percent of the total survey sample). Seventy-three percent of these members are in the core job of the career ladder, the Safety Technician job. Figure 3 represents the job structure for these members.

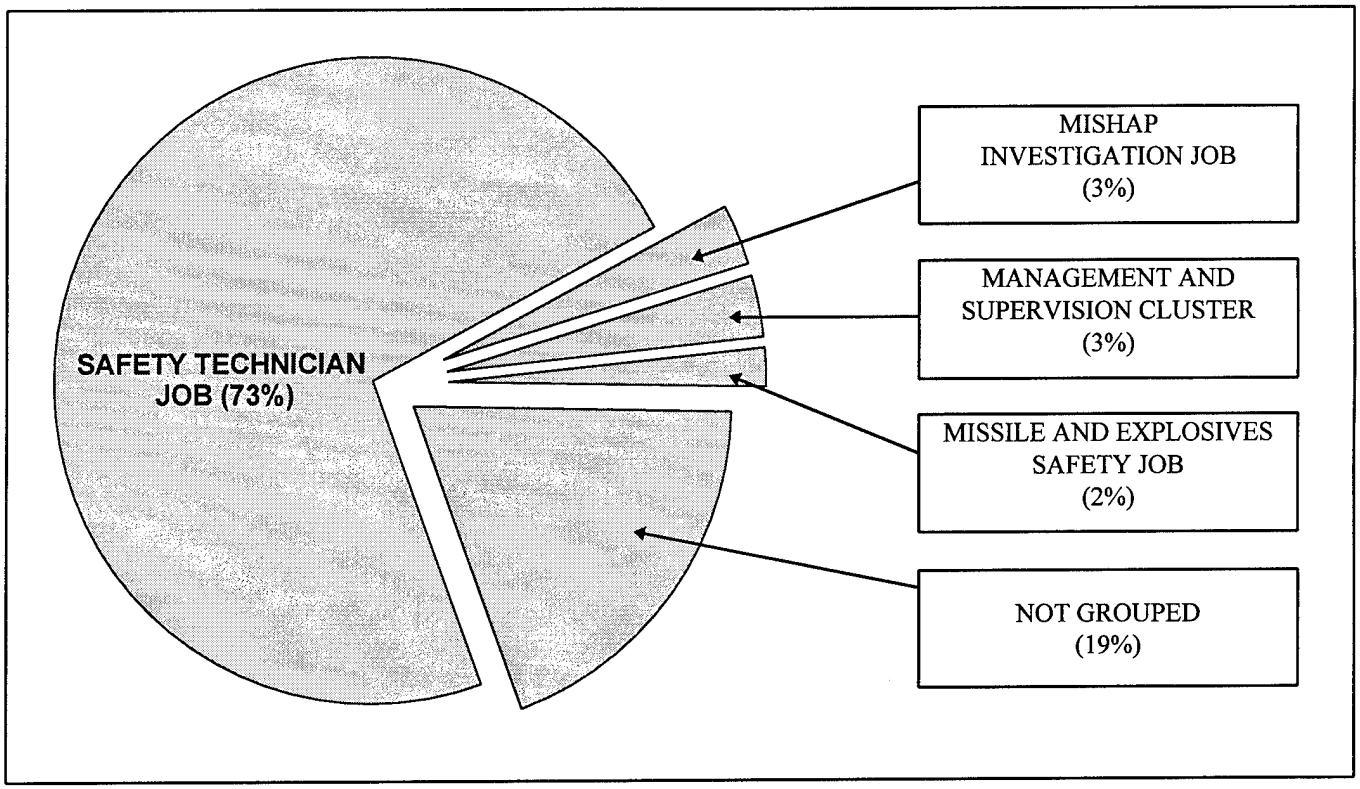

Figure 3. AFSC 1S0X1 members with 1-48 months TICF (N=60) across career ladder clusters and jobs.

Table 18 shows 1-48 months TICF personnel spend approximately 62 percent of their time performing technical duties such as performing general safety inspections and mishap

investigations. Table 19 displays representative tasks performed by AFSC 1S0X1 personnel with 1-48 months TICF.

Training Emphasis (TE) and Task Difficulty (TD) Data

TE and TD data are secondary task factors that can help training development personnel decide which tasks to emphasize for entry-level training. These ratings, based on the judgments of senior career ladder NCOs at operational units, provide a rank-ordering of those tasks considered important for airmen with 1-48 months TICF (TE) and a measure of the relative difficulty of those tasks (TD). When combined with data on the percentages of entry-level personnel performing tasks, comparisons can be made to determine if training adjustments are necessary. For example, tasks receiving high ratings on both task factors (TE and TD), accompanied by moderate to high percentages performing, may warrant resident training. Those tasks receiving high task factor ratings, but low percentages performing, may be more appropriately planned for OJT programs within the career ladder. Low task factor ratings may highlight tasks best omitted from training for new personnel. These decisions must be weighed against percentages of personnel performing the tasks, command concerns, and criticality of the tasks.

To assist training development personnel, AFOMS developed a computer program that uses these task factors and the percentage of 1-48 months TICF personnel performing tasks to produce Automated Training Indicators (ATI). ATI correspond to training decisions listed and defined in the Training Decision Logic Table found in Attachment 1, ATCR 52-22. ATI allow training developers to quickly focus attention on those tasks which are most likely to qualify for resident course consideration.

Tasks having the highest TE ratings for AFSC 1S0X1 personnel with 1-48 months TICF are listed in Table 20. Included for each task are the percentage of 1-24 months TICF performing the task, the percentage of 1-48 months TICF performing the task, and the TD rating. As illustrated in Table 20, tasks with the highest TE ratings deal with writing mishap and inspection reports, interviewing persons involved in mishaps, and reviewing drawings, layouts, or blueprints of work areas. These tasks are performed by high percentages of 1-24 months TICF and 1-48 months TICF personnel.

Table 21 lists the tasks having the highest TD ratings. The percentages of 1-24 months TICF, 1-48 months TICF, 5-skill level, 7-skill level personnel performing, and TE ratings are also included for each task. Most tasks with high TD ratings are technical functions dealing with nuclear weapons, missiles, or explosives safety. For this reason, the majority of tasks with high TD ratings have low TE ratings and are performed by relatively low percentages of 1-24 months TICF, 1-48 months TICF, 5-skill level, and 7-skill level members. Tasks with high TD ratings, high percentages of members performing, and high TE ratings deal with writing formal mishap reports, reviewing drawings and layouts of work areas, and planning base safety programs.

TABLE 18

RELATIVE PERCENT OF TIME SPENT ACROSS DUTIES BY
AFSC 1S0X1 PERSONNEL WITH 1-48 MONTHS TIME IN CAREER FIELD (TICF)

DUTIES		PERCENT TIME SPENT
A	ORGANIZING AND PLANNING	6
B	DIRECTING AND IMPLEMENTING	6
C	INSPECTING AND EVALUATING	5
D	TRAINING	2
E	PERFORMING ADMINISTRATIVE FUNCTIONS	8
F	PERFORMING GENERAL SAFETY FUNCTIONS	4
G	PERFORMING GENERAL SAFETY INSPECTIONS	44
H	CONDUCTING SAFETY EDUCATION	6
I	PERFORMING MISHAP INVESTIGATIONS AND RELATED ACTIVITIES	12
J	COORDINATING AND MAINTAINING LIAISON	6
K	PERFORMING EXPLOSIVES SAFETY FUNCTIONS	1
L	PERFORMING MISSILE SAFETY FUNCTIONS	*
M	PERFORMING NUCLEAR SURETY PROGRAM FUNCTIONS	*

NOTE 1: * Denotes less than 1 percent
NOTE 2: Time Spent does not total 100 percent due to rounding

TABLE 19

REPRESENTATIVE TASKS PERFORMED BY
AFSC 1S0X1 PERSONNEL WITH 1-48 MONTHS TIME IN CAREER FIELD (TICF)

TASKS		PERCENT MEMBERS PERFORMING (N=60)
E100	Review AF Forms 332 (Base Civil Engineer Work Request)	92
G136	Inspect administrative areas	88
E108	Write safety inspection reports	87
G156	Inspect facilities for currency of safety bulletin boards	87
B36	Participate in staff meetings	87
G189	Inspect sites or facilities for electrical hazards	85
G196	Inspect sites or facilities for slipping hazards	83
G197	Inspect sites or facilities for utilization of personal protective equipment or clothing	82
G173	Inspect motor vehicle maintenance shops	82
G168	Inspect machinery	82
I256	Review hospital admission, disposition, or emergency treatment logs	80
I241	Interview injured persons or persons directly involved in mishaps	80
G193	Inspect sites or facilities for operational status of emergency lighting systems	80
G195	Inspect sites or facilities for safety practices employed in use of tools or equipment	80
G218	Review safety inspection follow-up actions	80
G187	Inspect sites or facilities for condition of personal protective equipment or clothing	80
G147	Inspect club facilities	80
G203	Inspect vehicle operators for seat belt usage	80
G141	Inspect auto hobby shops	80
G145	Inspect carpentry shops	80
G142	Inspect base child care centers	80
G140	Inspect athletic fields	80
G143	Inspect battery shops	80
H227	Conduct local conditions local safety courses (Course II)	78
H229	Conduct safety briefings	78
G221	Review unit safety training programs	78
G191	Inspect sites or facilities for handling or storage of hazardous materials	78
C47	Evaluate hazard reports	78
G139	Inspect arts and crafts centers	78
G169	Inspect material handling or lifting devices	78

TABLE 20

TASKS WITH HIGHEST TRAINING EMPHASIS RATINGS

			PERCENT MEMBERS PERFORMING		
		TRG EMP	1-24 MOS	1-48 MOS	TSK DIF
I265	Write formal mishap reports	7.52	73	75	6.96
E108	Write safety inspection reports	7.52	85	87	5.85
I241	Interview injured persons or persons directly involved in mishaps	7.33	81	80	5.69
E95	Prepare initial or interim mishap reports	7.22	65	68	5.97
G133	Evaluate lock out/tag out procedures	6.87	69	68	5.34
J286	Review drawings, layouts, or specifications of work areas	6.85	31	47	6.91
G130	Evaluate confined-space entry procedures	6.70	46	55	6.20
I259	Review mishap findings to establish causal factors	6.70	69	72	5.60
E98	Process AF Forms 457	6.65	77	80	4.48
G191	Inspect sites or facilities for handling or storage of hazardous materials	6.54	73	78	6.47
J285	Review blueprints or specifications of buildings	6.52	35	48	6.87
G146	Inspect chemical storage areas	6.41	77	75	6.10
G189	Inspet sites or facilities for electrical hazards	6.41	81	85	5.70
G132	Evaluate job safety analysis	6.39	35	53	5.54
G160	Inspect fuel cell facilities	6.37	58	58	6.00
G167	Inspect machineshops	6.35	81	77	6.04
G145	Inspect carpentry shops	6.30	77	80	5.45
E93	Make entries on mishap report forms, such as AFTO Form 711-series	6.28	65	75	5.32
G168	Inspect machinery	6.26	85	82	6.18

TE MEAN = 3.54; S.D. = 1.63 (HIGH = 5.17)
TD MEAN = 5.00; S.D. = 1.00

TABLE 21

TASKS WITH HIGHEST TASK DIFFICULTY RATINGS

TASKS		TSK DIF	PERCENT MEMBERS PERFORMING				TRG EMP
			1-24 MOS.	1-48 MOS	5-LVL	7-LVL	
M335	Investigate nuclear accidents, incidents, or deficiencies	7.81	4	2	0	3	2.43
M346	Report nuclear accidents, incidents, or deficiencies	7.49	4	2	0	3	2.48
D68	Develop formal course curricula, plans of instructions (POIs), or specialty training standards (STSs)	7.27	4	5	5	10	1.70
M344	Perform nuclear surety inspections	7.08	4	2	0	2	2.39
K289	Coordinate development of explosives site plans	7.01	8	10	8	11	3.07
D69	Develop job qualification standards (JQSs)	7.00	8	12	5	17	2.26
I265	Write formal mishap reports	6.96	73	75	84	80	7.52
J286	Review drawings, layouts, or specifications of work areas	6.91	31	47	48	58	6.85
M348	Review nuclear surety regulations or operating instructions	6.87	4	2	0	2	1.78
A10	Plan base safety programs	6.87	42	48	46	49	3.61
J285	Review blueprints or specifications of buildings	6.87	35	48	54	58	6.52
M349	Serve as advisor to commanders or staff on nuclear surety-related matters	6.85	4	2	0	3	1.46
L307	Evaluate missile pressurization operations above one-fourth burst pressure	6.74	0	0	0	0	1.61
M336	Monitor compliance with nuclear weapons system safety rules (NWSSRs)	6.74	4	2	2	2	1.96
B39	Supervise civilian personnel	6.70	12	8	0	7	1.07
A8	Draft budget requirements	6.66	23	28	19	33	1.63
M347	Review nuclear surety plans or programs	6.64	4	2	0	2	1.65
C52	Evaluate requests for variance from established safety procedures	6.61	27	42	32	43	3.37

TD MEAN = 5.00; S.D. = 1.00
TE MEAN = 3.54; S.D. = 1.63 (HIGH = 5.17)

Various lists of tasks, accompanied by TE and TD ratings, are contained in the TRAINING EXTRACT package and should by reviewed in detail by technical school personnel. For a more detailed explanation of TE and TD ratings, see Task Factor Administration in the **SURVEY METHODOLOGY** section of this report.

Specialty Training Standard (STS) Analysis

A comprehensive review of the AFSC 1S0X1 draft STS, dated December 1994, was made by comparing survey data to STS elements. To assist in the examination of the STS, technical school subject matter experts (SMEs) from Lackland AFB matched job inventory tasks to appropriate sections and subsections of the STS. Elements with performance objectives were reviewed in terms of TE, TD, and percent members performing information, using the guidance provided in AFI 36-2623 and AETCR 52-22. Typically, tasks performed by 20 percent or more personnel in appropriate experience or skill-level groups, such as entry-level respondents (1-48 months TICF), and 5- and 7- skill level groups, should be considered for inclusion in the STS. Likewise, tasks with less than 20 percent performing in all of these groups should be considered for deletion. STS paragraphs containing general knowledge information, mandatory entries, or basic supervisory responsibilities were not examined.

Survey data indicate the STS is well-constructed and provides comprehensive coverage of the work performed by personnel in this career ladder. Nearly all of the essential paragraphs and subparagraphs were adequately supported.

All unsupported STS items, along with accompanying job inventory tasks and survey data, are listed in Table 22. Training personnel and SMEs should review these items, as well as accompanying training documents, to determine if inclusion in future revisions is warranted.

Tasks not matched to any element of the STS are listed at the end of the computer listing located in associated training documents. These were reviewed to determine if any tasks concentrate around particular functions or jobs. Most of the unreferenced tasks are managerial or supervisory in nature and not normally matched to an STS. Survey data indicate all technical tasks with high TE ratings, performed by 20 percent or more criterion group members, were included in the STS.

Plan of Instruction (POI) Analysis

Technical school SMEs matched job inventory tasks to POI L3ALR1S031-002, dated 9 January 1995, training objectives. Objectives were evaluated in a method similar to the STS analysis, as percent members performing data for entry-level personnel, TE, and TD ratings were examined.

TABLE 22

EXAMPLES OF STS ITEMS NOT SUPPORTED BY SURVEY DATA

STS ITEM/TASK		TNG EMP	PERCENT MEMBERS PERFORMING				TSK DIF
			1-24 MOS	1-48 MOS	5-LVL	7-LVL	
7g(1)(c)	**Aircraft Parking**						
F125	Review aircraft parking plans	3.28	12	13	11	18	5.77
7g(3)	**Site Plans**						
K289	Coordinate development of explosives site plans	3.07	8	10	8	11	6.57
K303	Review explosives site plans	2.93	4	10	8	13	6.58
K298	Maintain explosives site plans	2.41	4	10	8	10	5.39
11a(2)	**Missile systems**						
L319	Inspect workcages or man-lift systems	3.41	4	2	2	4	5.77
L327	Verify lifting device certifications	3.15	8	3	2	7	5.62
L318	Inspect propellant or missile storage or transfer areas	3.13	4	2	0	4	6.07
L313	Inspect missile facility maintenance	2.98	4	2	0	4	5.85
L312	Inspect installation, removal, or transportation of weapons or space systems	2.93	4	2	0	5	6.17
L314	Inspect missile launch control facilities	2.89	4	2	0	4	5.86

TD MEAN = 5.00; S.D. = 1.00;
TE MEAN = 2.77; S.D. = 2.02 (HIGH = 4.79)

TABLE 22 (Continued)

EXAMPLES OF STS ITEMS NOT SUPPORTED BY SURVEY DATA

STS ITEM/TASK		TNG EMP	PERCENT MEMBERS PERFORMING				TSK DIF
			1-24 MOS	1-48 MOS	5-LVL	7-LVL	
11a(2)	**Missile systems (Continued)**						
L315	Inspect missile maintenance or support facilities	2.89	4	2	2	7	6.02
L329	Verify use of safety belts, harnesses, or lanyards during launching tube or duct operations	2.87	8	3	3	6	4.58
L317	Inspect missile support equipment	2.83	4	2	0	7	5.67
L309	Evaluate propellant transfer or servicing operation procedures	2.76	4	2	0	2	6.08
11a(4)	**Waivers**						
K288	Coordinate development of explosives safety waivers with appropriate agencies	2.80	4	10	6	10	6.57
11a(7)	**Licenses**						
K297	Maintain AF Forms 2047 (Explosives Facility License)	2.96	4	13	8	16	5.13

TD MEAN = 5.00; S.D. = 1.00;
TE MEAN = 3.54; S.D. = 1.63 (HIGH = 5.17)

POI blocks, units of instruction, and criterion objectives were compared against guidance provided by AETCR 52-22 (30 percent or more criterion entry-level personnel performing trained tasks). In accordance with this guidance, tasks trained in the course not meeting these criteria should be considered for elimination from formal course training if not justified on some other acceptable basis. POI L3ALR1S031-002 analysis revealed no unsupported objectives. However, several technical tasks, performed by over 30 percent of entry-level personnel, were not matched to the POI. Examples of these tasks with survey data are listed in Table 23. The majority of these tasks involve administrative, coordination, and liaison functions. Training personnel and SMEs should review these and other unreferenced tasks to determine if these areas should be incorporated into the formal course.

TABLE 23

EXAMPLES OF TECHNICAL TASKS PERFORMED BY 30 PERCENT OR MORE ENTRY-LEVEL PERSONNEL AND NOT REFERENCED TO THE POI

TASKS		TNG EMP	PERCENT MEMBERS PERFORMING			TSK DIF
			1-24 MOS	1-48 MOS	GS-7 GS-9	
E95	Prepare initial or interim mishap reports	7.22	65	68	85	5.97
J286	Review drawings, layouts, or specifications of work areas	6.85	31	47	64	6.91
I259	Review mishap findings to determine causal factors	6.70	69	72	83	5.60
J285	Review blueprints or specifications of buildings	6.52	35	48	77	6.87
G132	Evaluate job safety analysis	6.39	35	53	66	5.54
E93	Make entries on mishap report forms, such as AFTO Form 711 series	6.28	65	75	72	5.32
E89	Maintain AF Forms 457 (USAF Hazard Report)	6.07	58	63	77	4.35
J287	Write safety-related articles	5.46	73	75	89	5.62
E88	Maintain AF Forms 3 (Hazard Abatement Plan) or comparable forms	5.39	42	52	68	4.76
E100	Review AF Forms 332 (Base Civil Engineer Work Request)	5.33	92	92	89	3.46
E92	Maintain logs of civilian injury or illness data	5.26	38	50	74	4.03
H227	Conduct local conditions local safety courses (Course II)	4.91	69	78	74	4.04
F124	Research technical publications or manuals	4.87	65	55	81	5.12
E86	Log civilian injury or illness data	4.72	42	57	75	4.37
G135	Evaluate workplace safety briefings	4.70	58	67	79	4.13
E91	Maintain ground mishap and safety education summary data	4.67	46	57	62	4.12
J274	Coordinate mishap investigations with appropriate agencies	4.54	69	63	87	5.05
J280	Coordinate safety inspections with appropriate agencies	4.09	65	65	81	4.13
J268	Coordinate civilian injuries with base civilian personnel offices (CPOs)	3.93	31	45	74	4.50

TD MEAN = 5.00; S.D. = 1.00
TE MEAN = 2.77; S.D. = 2.02 (HIGH = 4.79)

JOB SATISFACTION ANALYSIS

An examination of job satisfaction indicators can be very useful for career ladder managers as they attempt to determine possible factors affecting job performance of career ladder airmen. Job satisfaction data can be expanded to provide indications of general attitudes within specific DAFSC groups.

With this in mind, job satisfaction responses for military AFSC 1S0X1 personnel were analyzed and provide the following comparisons: (1) among TICF groups of the AFSC 1S0X1 career ladder and a comparative sample of other lateral command support personnel surveyed in 1993 and (2) between current and previous AFSC 1S0X1 TICF groups.

Table 24 shows the comparison of TICF group data of AFSC 1S0X1 personnel to a comparative sample of other lateral command support AFSCs surveyed the previous calendar year. These data give a relative measure of how AFSC 1S0X1 personnel job satisfaction responses compare with similar Air Force specialties. Overall, job satisfaction for all three Safety TICF groups is generally positive. AFSC 1S0X1 members with 1-48 months TICF indicated higher levels of satisfaction in all categories. All AFSC 1S0X1 TICF groups indicated substantially higher reenlistment intentions than their comparative sample counterparts.

An indication of changes in job satisfaction perceptions within the career ladder is provided in Table 25, which presents TICF group data for current survey respondents and data from respondents to the last OSR of the AFSC 1S0X1 career ladder in 1986 (then AFSC 241X0). Generally, job satisfaction perceptions have remained fairly constant for all TICF groups when compared to the 1986 sample.

Job satisfaction data for civilian Occupational Series 018 are provided at Table 26. In general, members across all paygrades indicated very positive job satisfaction responses.

In addition, job satisfaction data for identified job groups and clusters are provided at Table 27. Again, members across all identified groups provided generally positive job satisfaction responses. Members of the Mishap Investigation job, however, reported much lower responses when referring to the sense of accomplishment received from their job when compared to other job groups and clusters.

TABLE 24

COMPARISON OF JOB SATISFACTION INDICATORS FOR AFSC 1S0X1 TAFMS GROUPS IN CURRENT STUDY TO A COMPARATIVE SAMPLE (PERCENT MEMBERS RESPONDING)

	1-48 MONTHS TICF		49-96 MONTHS TICF		97+ MONTHS TICF	
	1S0X1 (N=60)	COMP SAMPLE (N=190)	1S0X1 (N=57)	COMP SAMPLE (N=372)	1S0X1 (N=156)	COMP SAMPLE (N=267)
EXPRESSED JOB INTEREST						
INTERESTING	80	72	74	75	78	74
SO-SO	10	18	15	17	12	16
DULL	10	9	11	8	10	9
DID NOT RESPOND	0	1	0	0	0	1
PERCEIVED USE OF TALENTS						
FAIRLY WELL TO PERFECT	88	82	79	82	79	82
NONE TO VERY LITTLE	12	18	21	18	21	17
DID NOT RESPOND	0	0	0	0	0	1
PERCEIVED USE OF TRAINING						
FAIRLY WELL TO PERFECT	90	75	86	78	78	76
NONE TO VERY LITTLE	10	25	14	22	22	23
DID NOT RESPOND	0	0	0	0	0	1
SENSE OF ACCOMPLISHMENT FROM JOB						
SATISFIED	80	68	72	70	67	68
NEUTRAL	2	11	9	6	7	7
DISSATISFIED	18	21	19	24	26	25
DID NOT RESPOND	0	0	0	0	0	0
REENLISTMENT INTENTIONS						
YES OR PROBABLY YES	70	31	75	30	50	39
NO OR PROBABLY NO	8	56	11	49	10	42
WILL RETIRE	22	12	12	16	39	14
DID NOT RESPOND	0	1	2	5	1	5

Comparative data are from the following lateral AFSCs surveyed in 1993: 2G0X1 (661X0), 3S1X1A (734X0A), and 3S1X1B (734X0B)

TABLE 25

COMPARISON OF JOB SATISFACTION INDICATORS FOR AFSC 1S0X1 TAFMS GROUPS IN CURRENT STUDY TO 1986 AFSC 241X0 (PERCENT MEMBERS RESPONDING)

	1-48 MONTHS TICF		49-96 MONTHS TICF		97+ MONTHS TICF	
	1993 (N=60)	1986 (N=219)	1993 (N=57)	1986 (N=133)	1993 (N=156)	1986 (N=138)
EXPRESSED JOB INTEREST						
INTERESTING	80	82	74	85	78	80
SO-SO	10	11	15	7	12	8
DULL	10	7	11	8	10	12
DID NOT RESPOND	0	0	0	0	0	0
PERCEIVED USE OF TALENTS						
FAIRLY WELL TO PERFECT	88	87	79	87	79	84
NONE TO VERY LITTLE	12	13	21	13	21	16
DID NOT RESPOND	0	0	0	0	0	0
PERCEIVED USE OF TRAINING						
FAIRLY WELL TO PERFECT	90	85	86	84	78	83
NONE TO VERY LITTLE	10	15	14	16	22	17
DID NOT RESPOND	0	0	0	0	0	0
SENSE OF ACCOMPLISHMENT FROM JOB						
SATISFIED	80	67	72	65	67	65
NEUTRAL	2	8	9	5	7	10
DISSATISFIED	18	25	19	29	26	25
DID NOT RESPOND	0	0	0	0	0	0
REENLISTMENT INTENTIONS						
YES OR PROBABLY YES	70	74	75	74	50	57
NO OR PROBABLY NO	8	12	11	17	10	15
WILL RETIRE	22	12	12	7	39	28
DID NOT RESPOND	0	2	2	2	1	0

TABLE 26

COMPARISON OF CIVILIAN JOB SATISFACTION INDICATORS FOR OCCUPATIONAL SERIES 018 (PERCENT MEMBERS RESPONDING)

	GS-07 (N=6)	GS-09 (N=47)	GS-11 (N=108)	GS-12 (N=4)
EXPRESSED JOB INTEREST				
INTERESTING	83	85	89	100
SO-SO	0	6	3	0
DULL	17	4	5	0
DID NOT RESPOND	0	5	3	0
PERCEIVED USE OF TALENTS				
FAIRLY WELL TO PERFECT	83	87	92	75
NONE TO VERY LITTLE	17	9	4	25
DID NOT RESPOND	0	4	4	0
PERCEIVED USE OF TRAINING				
FAIRLY WELL TO PERFECT	83	92	87	50
NONE TO VERY LITTLE	17	4	9	50
DID NOT RESPOND	0	4	4	0
SENSE OF ACCOMPLISHMENT FROM JOB				
SATISFIED	83	77	78	75
NEUTRAL	17	2	1	0
DISSATISFIED	0	15	18	25
DID NOT RESPOND	2	6	3	0

TABLE 27

COMPARISON OF JOB SATISFACTION INDICATORS FOR
IDENTIFIED JOB GROUPS AND CLUSTERS (PERCENT MEMBERS RESPONDING)

	SAFETY TECHNICIAN JOB (N=365)	MISHAP INVESTIGATION JOB (N=7)	MISSILE AND EXPLOSIVES JOB (N=10)	MANAGEMENT AND SUPERVISION CLUSTER (N=21)
EXPRESSED JOB INTEREST				
INTERESTING	83	71	70	67
SO-SO	9	29	10	14
DULL	7	0	10	14
DID NOT RESPOND	1	0	10	5
PERCEIVED USE OF TALENTS				
FAIRLY WELL TO PERFECT	87	86	80	62
NONE TO VERY LITTLE	12	14	10	33
DID NOT RESPOND	1	0	10	5
PERCEIVED USE OF TRAINING				
FAIRLY WELL TO PERFECT	88	57	90	57
NONE TO VERY LITTLE	11	43	0	38
DID NOT RESPOND	1	0	10	5
SENSE OF ACCOMPLISHMENT FROM JOB				
SATISFIED	76	14	50	62
NEUTRAL	4	14	0	5
DISSATISFIED	18	72	40	29
DID NOT RESPOND	1	0	10	5
REENLISTMENT INTENTIONS				
YES OR PROBABLY YES	36	43	20	52
NO OR PROBABLY NO	5	29	0	24
WILL RETIRE	18	14	30	19
DID NOT RESPOND/DOES NOT APPLY	41	14	50	5

IMPLICATIONS

As explained in the **INTRODUCTION**, this survey was conducted primarily to ensure a current data base for the Safety career ladder (AFSC 1S0X1) and the related civilian career field (Occupational Series 018). Data compiled from this survey support the military and civilian career structures. Specialty Job Analysis indicates no clear delineation between the military and civilian personnel, as both military and civilian respondents are represented to some extent in all identified jobs and clusters. Furthermore, AFMAN 36-2108 *Specialty Descriptions* for the AFSC 1S0X1 career ladder accurately portray the clusters and jobs identified in this study.

The Specialty Training Standard (STS) and the Plan of Instruction for course L3ALR1S031-002 (POI) are well-supported by survey data. However, there are several tasks not matched in the POI that require review for possible inclusion in the training documents.

No serious job satisfaction problems appear to exist within this specialty. For the most part, military and civilian respondents appear satisfied with their jobs. AFSC 1S0X1 military reenlistment intentions are much higher than those of a comparative sample of similar Air Force personnel surveyed in 1993.

APPENDIX A

REPRESENTATIVE TASKS PERFORMED BY MEMBERS OF CAREER LADDER JOBS

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TABLE A1

SAFETY TECHNICIAN JOB
(STG 40)

TASKS		PERCENT MEMBERS PERFORMING (N=365)
E108	Write safety inspection reports	97
G196	Inspect sites or facilities for slipping hazards	97
G189	Inspect sites or facilities for electrical hazards	96
G136	Inspect administrative areas	95
G195	Inspect sites or facilities for safety practices employed in use of tools or equipment	95
G197	Inspect sites or facilities for utilization of personal protective equipment or clothing	95
G218	Review safety inspection follow-up actions	95
G187	Inspect sites or facilities for condition of personal protective equipment or clothing	94
I241	Interview injured persons or persons directly involved in mishaps	94
C47	Evaluate hazard reports	94
G156	Inspect facilities for currency of safety bulletin boards	93
G168	Inspect machinery	93
E98	Process AF Forms 457	92
I260	Review mishap or incident reports	92
G169	Inspect material handling or lifting devices	92
E100	Review AF Forms 332 (Base Civil Engineer Work Request)	91
I259	Review mishap findings to determine causal factors	90
I258	Review initial mishap findings to determine reportability	89
H229	Conduct safety briefings	89
J287	Write safety-related articles	89
G191	Inspect sites or facilities for handling or storage of hazardous materials	89
B36	Participate in staff meetings	88
G135	Evaluate workplace safety briefings	88
F109	Distribute mishap briefs, mishap prevention briefs, crosstails, or safety bulletins	88
F123	Prepare mishap briefs, mishap prevention briefs, or safety bulletins	87
G167	Inspect machine shops	87
I265	Write formal mishap reports	87
G193	Inspect sites or facilities for operational status of emergency lighting systems	87
J280	Coordinate safety inspections with appropriate agencies	87

TABLE A2

MISHAP INVESTIGATION JOB
(STG 31)

TASKS		PERCENT MEMBERS PERFORMING (N=7)
I259	Review mishap findings to determine causal factors	100
I260	Review mishap or incident reports	100
I256	Review hospital admission, disposition, or emergency treatment logs	100
I258	Review initial mishap findings to determine reportability	100
E100	Review AF Forms 332 (Base Civil Engineer Work Request)	100
I241	Interview injured persons or persons directly involved in mishaps	86
B22	Conduct mishap trend analysis	86
E86	Log civilian injury or illness data	86
I249	Prepare mishap summaries	86
I257	Review implementation of internal mishap notification procedures	86
E92	Maintain logs of civilian injury or illness data	86
E108	Write safety inspection reports	86
I265	Write formal mishap reports	86
I248	Prepare AF Forms 1057 (Class C Off-duty Mishap Log)	71
I242	Maintain mishap statistics	71
G136	Inspect administrative areas	71
I243	Maintain mishap trend analysis reports	71
I244	Obtain estimated monetary property damage losses	71
A9	Monitor hazard reporting systems	71
J274	Coordinate mishap investigations with appropriate agencies	71
G189	Inspect sites or facilities for electrical hazards	71
G196	Inspect sites or facilities for slipping hazards	71
F123	Prepare mishap briefs, mishap prevention briefs, or safety bulletins	71

TABLE A3

MISSILE AND EXPLOSIVES SAFETY JOB
(STG 49)

TASKS		PERCENT MEMBERS PERFORMING (N=10)
B35	Interpret policies, directives, or procedures	100
K293	Inspect explosives handling operations	100
K296	Inspect installation, removal, or transportation of explosives	100
K292	Evaluate uploading, downloading, or payload exchange of explosives	100
E108	Write safety inspection reports	100
A16	Review contingency plans	100
K294	Inspect explosives maintenance or support facilities	100
K295	Inspect explosives support equipment	100
K299	Monitor explosives hazardous operations	100
G221	Review unit safety training programs	100
C44	Evaluate commander or functional manager involvement in mishap prevention	100
B36	Participate in staff meetings	100
K300	Monitor explosives safety training	100
A4	Develop safety checklists	100
A3	Determine work priorities	100
A18	Serve as advisor to commanders on safety-related topics	100
I239	Brief mishap status	100
I240	Establish coordination for mishap or incident reports	100
J273	Coordinate explosives safety- or fire-related materials with appropriate agencies	90
G175	Inspect munitions storage areas	90
G174	Inspect munitions maintenance shops	90
K298	Maintain explosive safety plans	90
J274	Coordinate mishap investigations with appropriate agencies	90
G216	Review currency of mishap prevention programs	90
K297	Maintain AF Forms 2047 (Explosives Facility License)	90
H232	Conduct unit safety representative safety training	90
K301	Monitor roadways for explosives or explosives equipment	90
G217	Review currency of technical orders (TOs) or operating instructions	90
J280	Coordinate safety inspections with appropriate agencies	90
B30	Finalize applications for explosives facilities licenses	90
G224	Verify number of required personnel present during hazardous operations	90

TABLE A4

MANAGEMENT AND SUPERVISION CLUSTER
(STG 24)

TASKS		PERCENT MEMBERS PERFORMING (N=21)
B35	Interpret policies, directives, or procedures	90
A7	Develop safety publications	86
B36	Participate in staff meetings	86
A18	Serve as advisor to commanders on safety-related topics	81
F109	Distribute mishap briefs, mishap prevention briefs, crosstails, or safety bulletins	76
A3	Determine work priorities	76
B28	Direct maintenance of administrative files	76
A8	Draft budget requirements	76
A4	Develop safety checklists	71
E85	Initiate changes for publications, other than technical orders	71
C53	Evaluate safety-related suggestions	71
E103	Review ground mishap and safety education summary data	67
F123	Prepare mishap briefs, mishap prevention briefs, or safety bulletins	67
B22	Conduct mishap trend analysis	62
J287	Write safety-related articles	62
A13	Prepare or update office operating instructions	62
J267	Coordinate changes in technical publications with appropriate agencies	62
F124	Research technical publications or manuals	57
A16	Review contingency plans	57
E104	Review safety awards	57
D82	Select individuals for specialized training	52
B26	Develop work methods or procedures	52
A11	Plan or schedule work assignments	52
C60	Write EPRs	52
A6	Develop safety inspection schedules	52

APPENDIX B

EXPANDED LISTING OF TASK MODULES AND TASK STATEMENTS

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These task modules (TMs) were developed in order to organize and summarize the extensive task information of this specialty. The TMs were developed by clustering tasks which are coperformed by the same incumbents. Coperformance is a measure of how probable a task will be performed with another task, based upon the responses of surveyed personnel. For example, if an individual performs one nuclear weapons safety task, the probability is very high that he or she will perform other nuclear weapons safety tasks. Thus, the group of nuclear weapons safety tasks can be considered a "natural group" of associated or related tasks (see TM 0013) below). The statistical clustering generally approximates these "natural groupings."

The title of each TM is a best estimate as to the generic subject content of the group of tasks. The TMs are useful for organizing the task data into meaningful units and as a way to concisely summarize the extensive job data. However, TMs are only one way to organize the information. Other strategies may also be valid.

0001 General safety functions

1	A	3	Determine work priorities
2	A	4	Develop safety checklists
3	A	6	Develop safety inspection schedules
4	A	9	Monitor hazard reporting systems
5	A	18	Serve as advisor to commanders on safety-related topics
6	B	35	Interpret policies, directives, or procedures
7	B	36	Participate in staff meetings
8	C	44	Evaluate commander or functional manager involvement in mishap prevention
9	C	47	Evaluate hazard reports
10	C	49	Evaluate maintenance or use of equipment, supplies, tools, or workspace
11	C	50	Evaluate personnel for compliance with work standards
12	C	53	Evaluate safety-related suggestions
13	E	93	Make entries on mishap report forms, such as AFTO Form 711-series
14	E	95	Prepare initial or interim mishap reports
15	E	97	Process AF Forms 1118 (Notice of Hazard)
16	E	98	Process AF Forms 457
17	E	100	Review AF Forms 332 (Base Civil Engineer Work Request)
18	E	108	Write safety inspection reports
19	F	109	Distribute mishap briefs, mishap prevention briefs, crosstails, or safety bulletins
20	F	123	Prepare mishap briefs, mishap prevention briefs, or safety bulletins
21	F	124	Research technical publications or manuals
22	G	130	Evaluate confined-space entry procedures
23	G	133	Evaluate lock out/tag out procedures
24	G	135	Evaluate workplace safety briefings
25	G	136	Inspect administrative areas
26	G	146	Inspect chemical storage areas
27	G	149	Inspect compressed gas storage areas

28	G 156	Inspect facilities for currency of safety bulletin boards
29	G 167	Inspect machine shops
30	G 168	Inspect machinery
31	G 169	Inspect material handling or lifting devices
32	G 187	Inspect sites or facilities for condition of personal protective equipment or clothing
33	G 188	Inspect sites or facilities for corrosion, deterioration, or leaks
34	G 189	Inspect sites or facilities for electrical hazards
35	G 190	Inspect sites or facilities for environmental health hazards
36	G 191	Inspect sites or facilities for handling or storage of hazardous materials
37	G 192	Inspect sites or facilities for operational status of emergency escape routes
38	G 193	Inspect sites or facilities for operational status of emergency lighting systems
39	G 195	Inspect sites or facilities for safety practices employed in use of tools or equipment
40	G 196	Inspect sites or facilities for slipping hazards
41	G 197	Inspect sites or facilities for utilization of personal protective equipment or clothing
42	G 203	Inspect vehicle operators for seat belt usage
43	G 214	Monitor vehicle operators for seat belt usage
44	G 216	Review currency of mishap prevention programs
45	G 218	Review safety inspection followup actions
46	G 219	Review safety inspection schedules
47	G 221	Review unit safety training programs
48	H 229	Conduct safety briefings
49	I 239	Brief mishap status
50	I 240	Establish coordination for mishap or incident reports
51	I 241	Interview injured persons or persons directly involved in mishaps
52	I 244	Obtain estimated monetary property damage losses
53	I 248	Prepare AF Forms 1057 (Class C Off-Duty Mishap Log)
54	I 249	Prepare mishap summaries
55	I 256	Review hospital admission, disposition, or emergency treatment logs
56	I 257	Review implementation of internal mishap notification procedures
57	I 258	Review initial mishap findings to determine reportability
58	I 259	Review mishap findings to establish causal factors
59	I 260	Review mishap or incident reports
60	I 265	Write formal mishap reports
61	J 274	Coordinate mishap investigations with appropriate agencies
62	J 280	Coordinate safety inspections with appropriate agencies
63	J 287	Write safety-related articles

0002 Civilian injury/illness

1	E 86	Log civilian injury or illness data
2	E 92	Maintain logs of civilian injury or illness data
3	I 255	Review Federal employee notice of injury or occupational illnesses forms to determine investigation requirements
4	J 268	Coordinate civilian injuries with base civilian personnel offices (CPOs)

0003 Training, education, and promotional material coordination

1	J 275	Coordinate preconstruction with base civil engineer or contracting offices
2	J 279	Coordinate safety education with appropriate agencies
3	J 281	Coordinate safety promotional materials with appropriate agencies
4	J 282	Coordinate safety training, lectures, or special campaigns or programs with appropriate agencies
5	J 284	Procure or assemble safety promotional or reference materials from other safety organizations
6	J 285	Review blueprints or specifications of buildings
7	J 286	Review drawings, layouts, or specifications of work areas

0004 Base on-site inspections

1	B 20	Brief contractors at prework conferences concerning safety requirements
2	G 129	Evaluate aircraft refueling operations, other than hot-pit
3	G 137	Inspect aerospace ground equipment (AGE) shops
4	G 138	Inspect aircraft towing operations
5	G 139	Inspect arts and crafts centers
6	G 140	Inspect athletic fields
7	G 141	Inspect auto hobby shops
8	G 142	Inspect base child care centers
9	G 143	Inspect battery shops
10	G 144	Inspect bowling centers
11	G 145	Inspect carpentry shops
12	G 147	Inspect club facilities
13	G 148	Inspect commissary facilities
14	G 150	Inspect construction operations
15	G 151	Inspect cryogenic facilities
16	G 152	Inspect dormitory, transient, or contract quarters

17	G 153	Inspect engine shops
18	G 154	Inspect exchange facilities
19	G 155	Inspect fabrication shops
20	G 157	Inspect firing ranges
21	G 158	Inspect flightline servicing areas
22	G 159	Inspect food service facilities
23	G 160	Inspect fuel cell facilities
24	G 161	Inspect golf courses
25	G 162	Inspect gymnasiums
26	G 163	Inspect hangar facilities
27	G 164	Inspect home child care facilities
28	G 165	Inspect hospital facilities
29	G 166	Inspect life support shops
30	G 171	Inspect military recreational areas
31	G 172	Inspect motor pool servicing areas
32	G 173	Inspect motor vehicle maintenance shops
33	G 174	Inspect munitions maintenance shops
34	G 175	Inspect munitions storage areas
35	G 176	Inspect nondestructive inspection (NDI) shops
36	G 177	Inspect on- or off-duty safety procedures for recreation or sports programs
37	G 178	Inspect paint shops
38	G 179	Inspect parachute shops
39	G 180	Inspect petroleum, oils, and lubricants (POL) facilities
40	G 181	Inspect photo facilities
41	G 182	Inspect power production plants
42	G 184	Inspect recreation centers
43	G 185	Inspect security police armories
44	G 199	Inspect support equipment towing operations
45	G 200	Inspect swimming facilities
46	G 201	Inspect tennis courts
47	G 202	Inspect tire shops
48	G 204	Inspect water treatment plants
49	G 205	Inspect welding operations
50	G 206	Monitor aircraft engine run-ups
51	G 207	Monitor aircraft jacking operations
52	G 208	Monitor aircraft launch or recovery operations
53	H 227	Conduct local conditions traffic safety courses (Course II)
54	H 231	Conduct supervisor safety training

0005 Coordination with outside agencies

1	J 269	Coordinate contracting performance with appropriate agencies
2	J 270	Coordinate courtesy reports with appropriate agencies

3	J 277	Coordinate procurement of safety equipment with appropriate agencies
4	J 278	Coordinate purchase of safety materials with base procurement office

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0006 Safety education

1	H 225	Conduct commander or functional manager safety training
2	H 226	Conduct driver improvement programs (Course V)
3	H 233	Coordinate maintenance or procurement of safety materials with audiovisual
4	H 234	Develop safety education courses
5	H 235	Maintain AF Forms 1286 (Safety Education Call Roster)
6	H 236	Maintain safety education libraries
7	H 237	Monitor motorcycle safety training
8	H 238	Prepare safety course schedules

0007 Management and administration

1	A 2	Determine or establish logistics requirements, such as equipment, supplies, personnel, tools, or workspace
2	A 5	Develop safety incentive programs
3	A 7	Develop safety publications
4	A 8	Draft budget requirements
5	A 11	Plan or schedule work assignments
6	A 13	Prepare or update office operating instructions
7	A 16	Review contingency plans
8	B 26	Develop work methods or procedures
9	B 27	Direct development or maintenance of status boards, graphs, or charts
10	B 28	Direct maintenance of administrative files
11	C 52	Evaluate requests for variance from established safety procedures
12	E 85	Initiate changes for publications, other than technical orders
13	E 90	Maintain files of publication libraries, other than safety education libraries
14	E 96	Prepare safety awards
15	E 104	Review safety awards

0008 Environment, OSHA, committees, and working group

1	C 45	Evaluate Environmental Differential Pay Program
2	C 46	Evaluate evacuation or housing of aircraft in event of natural phenomena
3	F 110	Monitor flight operations

4	F 112	Monitor work area security of sensitive information
5	F 115	Participate as member on environmental protection committees
6	F 116	Participate as member on facilities utilization boards (FUBs)
7	F 117	Participate as member on Federal Employee's Compensation Act (FECA) working groups
8	F 125	Review aircraft parking plans
9	I 246	Participate as advisor on mishap investigation boards
10	I 253	Review aircraft maintenance records
11	I 261	Review reports of loss claims
12	I 264	Review statements of charges or reports of survey
13	I 266	Write high accident potential (HAP) reports
14	J 271	Coordinate enforcement of OSHA, occupational safety and health hazards, and inspection items with Dept of Labor
15	J 272	Coordinate Environmental Differential Pay Program with base CPOs

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0009 First-line supervision

1	A 1	Assign personnel to duty positions
2	A 17	Schedule leaves or passes
3	A 19	Write job descriptions
4	B 21	Complete personnel action requests
5	B 23	Conduct staff meetings
6	B 24	Counsel personnel on personal or military-related problems
7	B 29	Direct utilization of equipment
8	B 31	Implement cost-reduction programs
9	B 38	Supervise Apprentice Safety Specialists (AFSC 24130)
10	B 39	Supervise civilian personnel
11	B 40	Supervise military personnel in AFSCs other than 241X0
12	B 41	Supervise Safety Specialists (AFSC 24150)
13	B 43	Supervise Safety Technicians (AFSC 24170)
14	C 48	Evaluate job descriptions
15	C 51	Evaluate personnel for promotion, demotion, or reclassification
16	C 55	Evaluate work schedules
17	C 57	Indorse enlisted performance reports (EPRs)
18	C 59	Write civilian performance appraisals
19	C 60	Write EPRs
20	D 62	Assign on-the-job training (OJT) trainers
21	D 63	Conduct OJT
22	D 65	Counsel trainees on training progress
23	D 66	Determine OJT or qualification training requirements
24	D 67	Determine training requirements, other than OJT or qualification
25	D 69	Develop job qualification standards (JQSs)
26	D 73	Evaluate OJT trainees

27	D	74	Evaluate proficiency training of assigned personnel
28	D	78	Maintain training records
29	D	79	Monitor personnel enrolled in career development courses (CDCs)
30	D	80	Plan or schedule OJT
31	D	82	Select individuals for specialized training
32	D	83	Serve as training advisor at staff level
33	F	121	Participate as member on substance abuse control committees (SACCs)

0010 Reports review

1	E	94	Make entries on technical order system forms, such as AFTO Forms 22, 27, or 131
2	E	102	Review Category-I or safety-related Category-II materiel deficiency reports (MDRs) or service reports (SRs)
3	E	105	Review teardown deficiency reports (TDRs)
4	E	106	Review technical order system forms, such as AFTO Forms 22, 27, or 131

0011 Explosives

1	B	30	Finalize applications for explosives facilities licenses
2	K	288	Coordinate development of explosives safety waivers with appropriate agencies
3	K	289	Coordinate development of explosives site plans
4	K	290	Evaluate explosives safety briefings
5	K	292	Evaluate uploading, downloading, or payload exchange of explosives
6	K	293	Inspect explosives handling operations
7	K	294	Inspect explosives maintenance or support facilities
8	K	295	Inspect explosives support equipment
9	K	296	Inspect installation, removal, or transportation of explosives
10	K	297	Maintain AF Forms 2047 (Explosives Facility License)
11	K	298	Maintain explosives site plans
12	K	299	Monitor explosives hazardous operations
13	K	300	Monitor explosives safety training
14	K	301	Monitor roadways for explosives or support equipment transport
15	K	302	Review explosives maintenance records
16	K	303	Review explosives site plans

0012 Formal school training

1	D	61	Administer or score tests
2	D	64	Conduct resident course classroom training
3	D	68	Develop formal course curricula, plans of instructions (POIs), or specialty training standards (STSs)
4	D	71	Direct or implement resident training programs
5	D	72	Establish study reference files
6	D	75	Evaluate progress of resident course students
7	D	76	Evaluate training methods, techniques, or programs
8	D	77	Maintain study reference files
9	D	81	Procure training aids, space, or equipment

0013 Nuclear weapons

1	M	331	Determine content of nuclear surety lesson plans
2	M	332	Distribute nuclear surety-related education or publicity materials
3	M	333	Evaluate nuclear surety education and training programs
4	M	334	Evaluate personnel reliability programs (PRPs)
5	M	335	Investigate nuclear accidents, incidents, or deficiencies
6	M	336	Monitor compliance with nuclear weapons system safety rules (NWSSRs)
7	M	337	Monitor corrective actions for nuclear surety discrepancies noted during inspections
8	M	338	Monitor nuclear convoy procedures
9	M	339	Monitor nuclear convoy routes or plans
10	M	340	Monitor nuclear surety education and training programs
11	M	341	Monitor security of nuclear weapons
12	M	342	Monitor use or maintenance of nuclear safety certified equipment
13	M	343	Participate in plans preparation for support of nuclear logistics movement support missions
14	M	344	Perform nuclear surety inspections
15	M	345	Perform spot inspections of sites or facilities for adherence with two-person concept
16	M	346	Report nuclear accidents, incidents, or deficiencies
17	M	347	Review nuclear surety plans or programs
18	M	348	Review nuclear surety regulations or operating instructions
19	M	349	Serve as advisor to commanders or staff on nuclear surety-related matters

0014 Tasks not referenced

1	A	10	Plan base safety programs
2	A	12	Plan unit safety officer and NCO training programs
3	A	14	Prepare safety council agendas
4	A	15	Prepare safety exhibits for base or local events
5	B	22	Conduct mishap trend analysis
6	B	25	Develop mishap notification procedures
7	B	32	Implement hazard reporting systems
8	B	33	Implement unit safety officer and NCO training programs
9	B	34	Indoctrinate newly assigned personnel
10	B	37	Provide safety staff supervision during hazardous operations
11	B	42	Supervise Safety Superintendents (AFSC 24190)
12	C	54	Evaluate unit emergency, disaster preparedness, or alert plans or procedures
13	C	56	Indorse civilian performance appraisals
14	C	58	Participate in disaster preparedness response actions
15	D	70	Develop phase tests for evaluating upgrade training progress
16	D	84	Write training reports
17	E	87	Maintain AF Forms 273 (Air Force Nominations National Safety Council Awards Worksheet - Year__)
18	E	88	Maintain AF Forms 3 (Hazard Abatement Plan) or comparable forms
19	E	89	Maintain AF Forms 457 (USAF Hazard Report)
20	E	91	Maintain ground mishap and safety education summary data
21	E	99	Process hazardous air traffic reports (HATRs)
22	E	101	Review AF Forms 9 (Request for Purchase)
23	E	103	Review ground mishap and safety education summary data
24	E	107	Write safety council minutes
25	F	111	Monitor hazard communications programs
26	F	113	Participate as member on airman or NCO advisory councils
27	F	114	Participate as member on athletic boards
28	F	118	Participate as member on hazard review boards
29	F	119	Participate as member on missile movement boards
30	F	120	Participate as member on nuclear surety councils
31	F	122	Participate as member or advisor on safety councils
32	F	126	Serve as advisor to clubs, such as NCO clubs
33	F	127	Serve as advisor to membership clubs, such as motorcycle, parachute, or scuba
34	G	128	Evaluate aircraft hot-pit refueling operations
35	G	131	Evaluate cryogenic procedures
36	G	132	Evaluate job safety analysis
37	G	134	Evaluate standardization board or maintenance debriefings
38	G	170	Inspect membership clubs, such as motorcycle, parachute, or scuba
39	G	183	Inspect railroad operations
40	G	186	Inspect sites or facilities for color coding of physical hazards

41	G 194	Inspect sites or facilities for operational use of lasers
42	G 198	Inspect skating rinks
43	G 209	Monitor emergency vehicle response procedures
44	G 210	Monitor hazardous training operations
45	G 211	Monitor high risk driver or mishap potential personnel programs
46	G 212	Monitor traffic vehicle flow
47	G 213	Monitor vehicle operations programs
48	G 215	Review currency of load test dates, calibration dates, or inspection dates
49	G 217	Review currency of technical orders (TOs) or operating instructions
50	G 220	Review site or facility flood control procedures
51	G 222	Verify control of smoking materials or areas
52	G 223	Verify control of spark- or flame-producing devices
53	G 224	Verify number of required personnel present during hazardous operations
54	H 228	Conduct motorcycle safety training
55	H 230	Conduct standard traffic safety courses (Course I)
56	H 232	Conduct unit safety representative safety training
57	I 242	Maintain mishap statistics
58	I 243	Maintain mishap trend analysis reports
59	I 245	Obtain measurements of distances or dimensions
60	I 247	Photograph mishap scenes, damaged equipment, or property
61	I 250	Prepare sketch drawings of mishap scenes
62	I 251	Record environmental or physical conditions at mishap scenes
63	I 252	Record types or mechanical conditions of vehicles or equipment
64	I 254	Review command post daily logs
65	I 262	Review security police blotters
66	I 263	Review SF 91 (Operator's Report of Motor Vehicle Accident)
67	J 267	Coordinate changes in technical publications with appropriate agencies
68	J 273	Coordinate explosives safety- or fire-related materials with appropriate agencies
69	J 276	Coordinate preparation or presentation of flight safety meetings with appropriate agencies
70	J 283	Coordinate traffic surveys with appropriate agencies
71	K 291	Evaluate integrated combat turns (ICTs)
72	L 304	Evaluate hazardous phases of missile procedures
73	L 305	Evaluate missile facility maintenance
74	L 306	Evaluate missile or weapons systems movements
75	L 307	Evaluate missile pressurization operations above one-fourth burst pressure
76	L 308	Evaluate missile safety briefings
77	L 309	Evaluate propellant transfer or servicing operation procedures
78	L 310	Evaluate static firing of missile propulsion systems
79	L 311	Evaluate uploading, downloading, or payload exchange of missile or weapons systems procedures
80	L 312	Inspect installation, removal, or transportation of weapons or space systems
81	L 313	Inspect missile facility maintenance
82	L 314	Inspect missile launch control facilities
83	L 315	Inspect missile maintenance or support facilities

84 L 316 Inspect missile service or umbilical towers
85 L 317 Inspect missile support equipment
86 L 318 Inspect propellant or missile storage or transfer areas
87 L 319 Inspect workcages or man-lift systems
88 L 320 Monitor missile hazardous operations
89 L 321 Monitor missile launch, abort, or recovery operations
90 L 322 Monitor missile safety training
91 L 323 Monitor propellant tank entry procedures
92 L 324 Monitor roadways for missile or support equipment transport
93 L 325 Operate safety consoles at control centers during hazardous operations
94 L 326 Review missile maintenance records
95 L 327 Verify lifting device certifications
96 L 328 Verify missiles are safed for maintenance
97 L 329 Verify use of safety belts, harnesses, or lanyards during launching tube or duct operations
98 M 330 Coordinate AFTO Forms 22 (Tech Order Sys Publication Improvement Report and Reply) concerning nuclear surety

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